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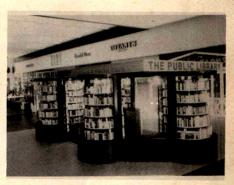
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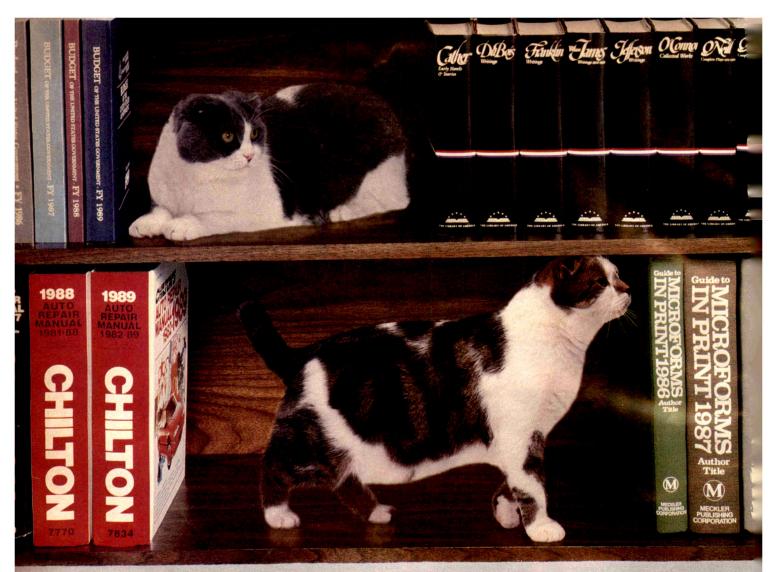
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american **libraries**

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Seeking cold fusion in a hot town

WHAT'S THE BIG DEAL ABOUT "cold" fusion—the attempt to duplicate the solar-energy process on a room-temperature tabletop? Two Utah chemists claim success, and the whole world goes nuts. Well what about the fusion achieved year after year at ALA Annual Conferences? Topics that should have been drained of all energy by now, along with some of the coldest issues in nature, still manage to generate heat when subjected to the charged atmosphere of professional meetings.

The effect can be remarkable, inspiring; but is it true tabletop fusion? Some physicists would scoff, noting that the heat of Dallas, coupled with the pressure of 2,000 meetings in five days, is sufficient to squeeze the neutrons out of library paste. But no, even in air-cooled meeting rooms, energy released can exceed energy captured.

Among internal ALA matters, the fusion between the Association and its membership units (divisions, round tables) promises to be the most remarkable achievement in Dallas. An Operating Agreement, years on the tabletop, will at last bind these forces in a manner that could release new energy for actual program activity.

In broader matters, the decades-old issue of journal costs refuses to cool down, mainly because library groups are determined to oppose threats of lawsuits and other pressures from journal publishers. As these opposing forces are fused—and some of that will happen in Dallas—the flow of energy will power new ways to deliver scholarly information.

Issues of intellectual freedom and confidentiality will account for numerous freed-energy particles in Dallas. And just when the FBI Library Awareness furor seems to have exhausted itself, this issue has been irradiated by some 3,000 new pages of FBI files that might be released under a Freedom of Information Act request and court rul-

ing (see news story). Since ALA had a hand in this latest fusion, some of the early fallout could reach Dallas by late June.

Of course, not every library issue will yield heat, even if the library press pounds it with laser-like attention. For example, it would stun the experts if opposing forces in federal library legislation underwent fusion in Dallas. This year, the Education Department challenged the established Library Services and Construction Act with a highly targeted program called the Library Services Improvement Act. The library community cranked its energy into LSCA reauthorization; but the Education Department showed all the enthusiasm of heavy water in defending its LSIA. Without the force of controversy, little heat can be expected before Congress acts.

In other areas, however, opposing forces will yield the fusion that gives librarians the strength to go on-or at least to go outside in Dallas. Vendors and customers will yell at each other in user-group meetings; there'll be tempests in a MARC field; issues such as online vs. CD-ROM and deacidification vs. preservation microfilming will rattle the technological tabletop; pure-state intellectual freedom vs. minority concerns will bubble in the book-selection beaker and flash across political poles; ALA program units—the International Relations Committee among themwill struggle to rise in the brew of Association priorities; and even such old standbys as "fee vs. free" will glow again in the Dallas lab.

The physicists didn't like it when chemists B. Stanley Pons and Martin Fleischmann claimed a revolution in physical energy that could change the world. Library cold-fusion won't make anyone jealous, but it could make one hot town the coolest place for librarians June 24–29.

-Art Plotnik

P, 5491

american libraries

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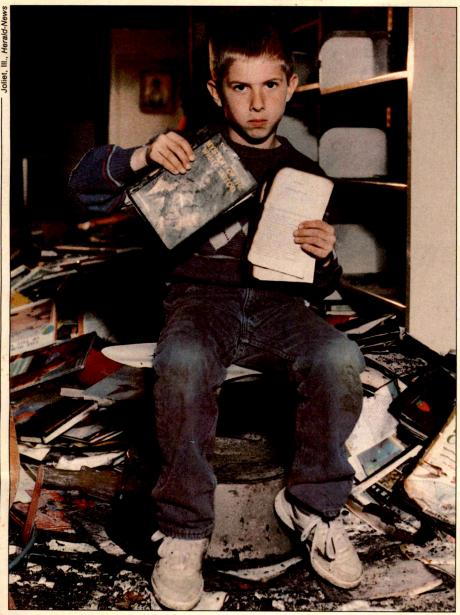
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news fronts



Mark Bauk, 8, shows damage to rare books at Joliet Public Library.

Arson, faulty light behind crippling library fires

Encouraged by outpourings of public support, libraries in three towns are struggling to restore services impaired by recent fires.

In each case, the fires started when the libraries were unoccupied. Two of the libraries were victims of arson.

In Joliet, Ill., a former mental patient confessed to firebombing one of two school libraries there this year, as well as the children's room of the landmark Joliet Public Library April 20. Restoring all three facilities will cost at least \$1.025 million.

Of some 55,000 children's books, Joliet Public Library lost 25,000–30,000 titles. Among the irreplacable losses was the fairytale folklore collection, used frequently by area college students, according to children's librarian Diane Harmon. Lacking their own libraries, local schools relied heavily on the entire children's collection, Harmon told *AL*.

To help buy new materials, local banks and the media have raised \$10,000, and Illinois State Librarian Jim Edgar has awarded the library a special \$10,500 grant for juvenile nonfiction. The library reopened with limited service May 5.

At Western Carolina University's Hunter

Library, Cullowhee, N.C., investigators faulted a fluorescent emergency light that exploded before dawn Feb. 26. Lost were the media center, where the blaze started, and the periodicals collection nearby. Soot covered much of the noncirculating collection as well as the curriculum materials and children's literature holdings. Damages total some \$1.6 million.

The library celebrated an official reopening April 24 with temporary media center facilities. On exhibit during HOT Day (Hunter Opens Today) were charred reminders of the damage. Librarians Rebecca Kornegay and Ronald Long began gathering the items the day after the fire. Reports a gratified William Kirwan, university librarian, hundreds of students and faculty attended the reopening of the "heart of the university."

After Wadena (Minn.) Public Library received some \$100,000 damage to both building and holdings in a March 7 bookdrop fire, townspeople helped librarian Cathy Edinger move a "bare-bones reference collection" from the four-year-old facility to temporary quarters. Arrested for the arson was a 29-year-old woman whose children had recently been remanded to foster care by the county.

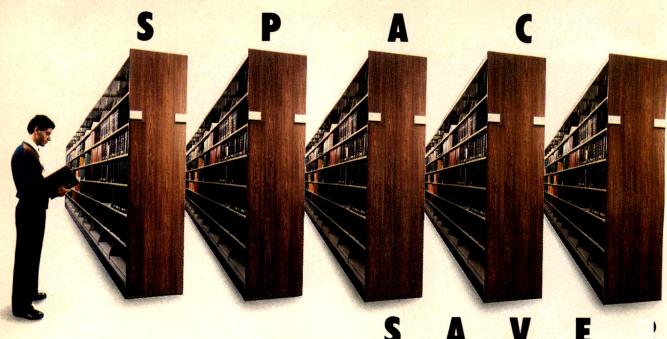
Hardest hit of the library's holdings was the children's collection, some 20% of which is unusable. The local Friends group has raised \$5,000 so far from the town of some 4,700 for new materials. Edinger hopes to move back in September. —*R.G.*

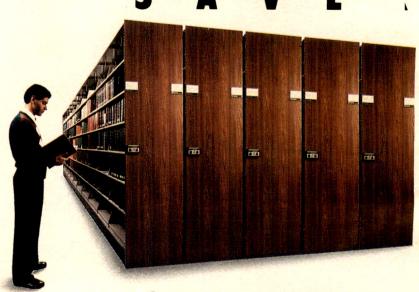
Librarian-director draws fire at Victoria & Albert Museum

A former librarian who now heads Britain's Victoria and Albert Museum has provoked a storm of outrage from museum professionals who accuse her of mandating changes that could undermine the museum's commitment to scholarship.

Elizabeth Esteve-Coll came to the V&A in 1985 to head the National Art Library; two years later the board of trustees made her director, citing her managerial skills in choosing her over museum professionals. (The trustees' decision stands in ironic contrast to cases in the U.S., where nonlibrarians with strong scholarly credentials have been named to head such libraries as New York Public and the Library of Congress.)

Early this year Esteve-Coll proposed that the curatorial staff devote itself solely to scholarly pursuits, while the physical





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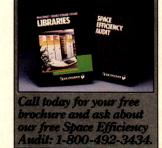
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care of objects and other day-to-day work would be the responsibilty of new "housekeeping" posts. Shortly thereafter she requested the resignations of eight senior curators and eliminated their positions.

The dismissals led to calls for Esteve-Coll's resignation by nearly half the museum's staff, as well as widespread denunciations throughout the museum world (including a protest from 114 professional staff members at New York's Metropolitan Museum of Art, who said the plans "betray a lack of comprehension of both the purpose and function of an art museum").

The controversy has also drawn heavy media attention (invariably mentioning Esteve-Coll's librarian background), most recently a second New York Times piece May 14. The most vitriolic attack appeared in the April 27 New York Review of Books, in which Sir John Pope-Hennessy (a former V&A director) called Esteve-Coll "a relentless vulgarizer" and said that "with a crude publicity campaign and exhibitions like that of the collection of Elton John, she has added a new meaning to the phrase, 'She stoops to conquer.' " "No sane board of trusteees could in future entrust Mrs. Esteve-Coll with the control of the staff," Pope-Hennessy concluded. "and she will, we may hope, be encouraged to resign."

Will review 3,000 pages

FBI to consider release of "awareness program" material

The FBI has agreed to consider for release thousands of pages of documents about its "Library Awareness Program," in which FBI agents asked librarians to report library use by possible foreign agents. In the settlement to a Freedom of Information Act lawsuit filed by the National Security Archive, the FBI also acknowledged that its agents had searched FBI files for information on over 100 individuals affiliated with libraries and library organizations.

The FBI originally maintained that fewer than 100 pages of documents on the program could be released to the public. In the nine-page stipulation order, signed May 1 by U.S. District Court Judge Louis F. Oberdorfer, the bureau admits that the relevant documents total more than 3,000 pages. The FBI also agreed to process briefing and backup materials for speeches, television appearances, and Congressional testimony on the library pro-

Library 7-month site for TV's "In the Heat of the Night"



Library's show-biz days now a memory.

Though library life seems back to normal at the Porter Memorial Library in Covington, Ga., for the past seven months this unimposing building with holly bushes around it doubled as the Sparta Mississippi city hall and police station of the popular television dramatic series "In the Heat of the Night."

From fall to spring, the production crew, cast, and extras made periodic visits to shoot scenes. "They came and took down

the library signs," Library Director Laura Soltis said good-naturedly. "A big blue neon sign announcing the change of name hung above the library entrance doorway the entire time.... People just used the back door on days when cameras were rolling."

The production company used other locations in Covington as well. "The central, old part of town is everybody's idea of a southern town," Soltis said. "It has the atmosphere they were trying to convey."

The cast often came into the library to change costumes or put on makeup—they always could find something to read there when they had to wait for the next shoot, Soltis noted.

Set-design alterations that may be best remembered by library staff: whiting out the windows to affect frosted glass; and replacing the holly leaves one-by-one after a groundskeeper had mistakenly trimmed them.

"It's been so much fun having them here," Soltis told AL. "The patrons, especially, hated to see the crews and actors leave."

—E. McC.

gram by FBI officials, and to provide an account of library visits in specific investigations rather than part of the "awareness" program. The material is to be processed by early November, with interim releases to be made in early July and early September.

The National Security Archive, a non-profit research organization that collects declassified information on national security issues, filed the FOIA suit in June 1988. The FBI promptly released 22 heavily excised documents dealing with library visits around New York City, but resisted subsequent efforts by the archive to obtain more records.

FBI Director William S. Sessions has testified before Congress that the program had focused on 21 libraries, mostly in the New York City area. However, a list attached to the court order, prepared by ALA's Office for Intellectual Freedom, showed that agents had visited more than a dozen other libraries around the country, from Princeton University in the 1960s to UCLA in January 1988 and the University of Utah in April 1988.

On May 2, FBI spokesperson Milt Ahlerich said the bureau has made only a limited number of library visits. "There is not a widespread investigation...tromping on the rights of individuals engaged in the use of American libraries," said Ahlerich, adding that the visits are in response to specific counter-intellegence investigations.

National Security Archive Executive Director Scott Armstrong praised the FBI's agreement to begin processing the information, saying, "Full disclosure is vital to allay the fears of the library community, and to explain the actual basis for these library visits, whether they were for specific investigations or for fishing expeditions."

-G.F.

School librarian keeps job, wins \$30,000 damages in suit

Chicago librarian Kay Thompson has won her lawsuit to keep her job in an inner-city high school following attempts to transfer her for criticizing the school in a controversial published interview (AL, Nov., p. 838–840). U.S. District Judge James H. Alesia also awarded Thompson \$30,000 in damages in a strongly worded decision.

In the interview, which appeared in the Jan. 22, 1988, Chicago Reader, Thompson and two other teachers discussed the difficulties in teaching at Roberto Clemente High School, ranging from bureaucracy and burnout to fights in the classroom and the students' home environment. After students and community figures protested some of the remarks as racist and insulting to students, officials transfered the teachers to other schools. One teacher accepted the transfer and another left the system, but

News Fronts

Thompson chose to fight the move.

"A small, yet very vocal, band of individuals...applied some pressure to school administrators to punish the three teachers for their comments by moving them," Alesia said in his March 21 ruling. "School administrators reacted by taking the spineless, yet politically expedient course of action; that is, they capitulated to these demands."

Thompson has declined to speak to the press, but Jane Whicher, the American (Continued next page.)

ASIDES ALA ALERT

OUICK GUIDE FOR MEMBERS

- ► Search for new ALA executive director draws to a close: p. 487.
- ► Carnegie grant of \$.5 million to ALA reaffirms Carnegie/library bond: p. 483.
- ► Associations unite for image enhancement: p. 487.
- ► Robert P. Doyle explains proposed upgrading of ALA's international role: p. 596.
- ► Wedgeworth, McClarren, Campbell, others win 1989 ALA awards: p. 604.
- ► OLPR job seekers guide now available: p. 604; continuing education brochure describes activities and resources available through ALA: p. 608.
- ► Beverly Lynch to keynote RTSD institute at the University of Illinois/Chicago, Aug. 17-20: p. 604.
- ►Some 600 people attend PLA workshops: p. 606.
- ► How to start a student chapter of ALA: p. 606.
- ►LAMA's John Berry to resign in July: p. 606.
- ► ALA Committee on Accreditation offers brochure listing 60 accredited graduate library education programs: p. 608.
- ► Executive Board meets at Headquarters; agenda includes new grant projects and the ill-received Information Systems Plan from Bricker and Associates: p. 610.
- ► Headquarters staffing announcements: p. 606.
- ► "Promoting the Library," tip number 2 from PIO: p. 608

American Libraries Washington Wire

ALA testifies on Computer Security Act. Miriam A. Drake, director of libraries at the Georgia Institute of Technology, spoke on behalf of ALA and the Association of Research Libraries at a May 4 oversight hearing on interpretation of the 1987 Computer Security Act. The act was intended to insure that a civilian agency—the National Institute of Standards and Technology (NIST)—set standards to protect sensitive personal and financial computer data. However, a Memorandum of Understanding (MOU) signed in March gave the National Security Agency (NSA) a considerable advisory role in developing the standards, and there has been concern that the military agency now has too much influence.

Before the House Subcommittee on Legislation and National Security, Drake objected to provisions in the MOU that she felt violated the act. Drake cited sections protecting "sensitive unclassified" information, which she said rekindled a two-year-old controversy over military control of unclassified government information (*AL*, Feb. 1987, p. 109); allowing NSA to conduct assessments of the hostile intelligence threat to federal information systems; and naming the National Security Council as an intermediary between the secretary of commerce and the President if an issue needs to be resolved.

Drake said ALA and ARL would be alarmed if the MOU gave NSA "any say-so about what information is controlled by civilian agency computer systems or who can access them" or if standards based on the MOU "could be used in any way to restrict open computer networks in this country." She recommended that NIST and NSA reconsider their agreement, that NIST be given the appropriations needed to carry out its authority in this area, and that Congress exercise ongoing oversight of the implementation of the Computer Security Act to assure that the letter and spirit of the law be carried out.



U.S. Rep. Major Owens (D-N.Y.), the "Librarian in Congress," receives the first Public Service Award from the Friends of Libraries U.S.A. Owens was presented the award by Frank W. Miller, president of FOLUSA and an H.W. Wilson Co. vice-president, on Legislative Day April 11.

Library exemption for Software Rental Act. ALA went before Congress recently to get libraries exempted from a bill amending the U.S. Copyright Act to prohibit rental or lease of computer programs. W. David Laird, director of the University of Arizona Library, testified on behalf of ALA before the Senate Subcommittee on Patents, Copyrights, and Trademarks April 19. Laird expressed ALA's position that "significant harm from lending of software by not-for-profit libraries cannot be demonstrated." He pointed out that the availability of software in libraries actually benefits publishers, since it allows people to test programs they are considering purchasing.

The subcommittee is now working on a new version of the bill that would give non-profit libraries an exemption similar to the one they received allowing them to lend sound recordings. Other provisions, recommended by ALA, would require libraries to include a notice in the software packaging stating that copying programs is a copyright infringement, and would have Congress reassess the legislation in three to five years. No comparable copyright bill has been introduced in the House at this point.

House moves to restore NAL's million. Speedy corrective action is underway on the typo that cost the National Agricultural Library \$1 million (AL, May, p. 385). While South Dakota State University Director of Libraries John Beecher spoke on the NAL budget before the House Appropriations Subcommittee on Rûral Development, Agriculture, and Related Agencies April 12, his testimony was interupted to announce that a supplemental funding bill just approved by the subcommittee had restored the missing million. (The ALA Washington Office reports that this might set an all-time speed record for a Congressional response to a witness's request.) The bill now awaits action by the full House.

—Gordon Flagg

(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its contents.)

Civil Liberties Union lawyer who represented her, told AL they felt "vindicated" by the opinion, which she said "found every fact in our favor." Whicher said Thompson planned to remain at Clemente, stressing that Thompson has "functioned capably in her job ever since she did the interview," and that there was "no evidence that it had adversely affected her performance."

Mass deacidification: still a horse race

A new report indicates that many companies, new and old, are racing to perfect a viable commercial process to reverse paper deterioration, but that only those processes capable of also stengthening the paper are likely to win the day.

The parties involved in mass deacidification of library materials have fortunes at stake—either as business entrepreneurs or as keepers of priceless collections that are facing physical deterioration. Little wonder, then, that every new technological development in the field is greeted with mixed emotions—excitement, envy, hope, fear, zeal, and paranoia. Moreover, the developments are rapid and complex, making for much confusion among those simply waiting for a safe and affordable method of saving their brittle books.

Fortunately, the library community has a skilled observer in George Martin Cunha, adjunct professor of conservation at the University of Kentucky library school. Last month, Cunha's "Mass Deacidification for Libraries: 1989 Update" appeared in the latest *Library Technology Reports* (25:1, Jan.-Feb. 1989).

Updating his 1987 study (see the May-June 1987 *LTR*), Cuhna offers an overview of the 1989 situation, which he says renders the 1987 perspectives out of date. "There is now increased emphasis on the strengthening of acid-damaged paper," Cunha writes, "because deacidification alone of embrittled paper is an exercise in futility."

Independent testing needed

Introducing his updated analyses of some dozen processes, Cunha laments that most available technical data has been generated by the developers themselves, and thus "... there is now a pressing need for a public or privately funded evaluation by an independent laboratory of the effect on books and paper, cost-effectiveness and the safety and toxicity of all the systems." Cuhna is especially critical of "wellmeaning" but "unseemly opinions in re-

gard to the possible effect on the human system by some of those chemicals [used in the processes]." He feels that fears of toxicity are often ill-founded and off the mark.

Among the processes Cunha describes for the first time is the Book Preservation Associates Process, which AL cited last month (p. 389) as the method chosen by the Cleveland Public Library for 50,000 books. The LTR issue, which also contains Nancy Melin Nelson's report on "Hard Disk Technology for Libraries," is available at \$45 from Library Technology Reports, 50 E. Huron St., Chicago, IL 60611.—A.P.

Connects libraries, children, & video

Carnegie \$.5 million to ALA reaffirms library commitment

Industrialist Andrew Carnegie financed the construction of 1,681 U.S. public libraries between 1881 and 1919. In April the Carnegie Corporation, which he founded in 1911, awarded \$524,000 to the American Library Association for "Quality Video for Youth," a project to improve access to high-quality children's and young adult video through libraries.

Building on a 1987 Carnegie grant to ALA—\$560,000 for "Enhancing the Role of Videocassettes in Libraries"—the award appears to reaffirm the traditional relationship between Carnegie and libraries. Asked to comment, Bernadette Michel of the Carnegie Corporation said the foundation considers the grant "part of a long history of support for libraries."

The new project includes a matching grant program for the purchase of videos for parents and librarians, an awards program for the outstanding children's video of the year, and program materials on preventing illiteracy. Sally Mason, head of Video and Special Projects for ALA, will direct the project, in cooperation with the Association for Library Service to Children and the Young Adult Services Division.

—L.K.

Mass. libraries face closings as voters nix Prop. 2-1/2 override

Ritter Memorial Library in Lunenburg, Mass., may close June 30 because a majority of the electorate voted May 6 not to override the state's infamous Prop. 2-1/2 Many of the state's local communities face closed libraries and crippled regional systems if voters choose not to increase property taxes beyond 2-1/2 percent of the previous year.

At issue in Lunenberg was the 79-year-

old library's entire budget, which had been put into an override package along with the park, elderly, police, fire, highway, school, and animal control departments.

The heads of these departments normally held monthly meetings in this town of 8,500. According to embattled librarian Elizabeth Burnap, however, the group had been meeting weekly since April 1 because its members felt that certain individuals were trying to divide them on the proposed budget figure.

ODDMENTS

AL ASIDE:

NONBOOK INDEED!

Within most libraries are small collections of freak objects—nonbook, non-AV, non-anything but artifacts oddly acquired or inherited. Some have research value; others are held because no one knew what else to do with them. Here are a few we've heard about:

Library of Congress: The contents of Abe Lincoln's pockets the night of his assassination; also, a brooch picturing James Madison and containing a lock of his hair (below).





Madison, James. Port.; hair. In LC.

- ► Boston Public Library: The ashes of Nicola Sacco and Bartolomeo Vanzetti.
- ► Hoover Institution archives and library: X-rays of Adolph Hitler's head.
- ► Metropolitan Toronto Reference Library: Sherlock Holmes—type pipes and other *realia* in the Arthur Conan Doyle Room collection. Clothing labels in the Arts Dept.
- Northwestern University Dental School Library: Collection of Tooth Fairy artifacts, including coins and pillows; 18th-century Dutch carving in ivory and pear wood, entitled, "Peasant Dental Treatment."
- ► Beinecke Rare Book and Manuscript Library, Yale: 500 years' worth of playing cards, with a four-volume catalog. Anyone for bridge?

 —A.P.

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News Fronts

Prop. 2-1/2 supporters—the Lunenburg Finance Committee and a group called Concerned Citizens of Lunenburg-had been politicking to board up the library and "maintain a closed building" at a cost of \$5,000.

"We were set up as the stake in their gambling game," Burnap told AL. She said the supporters of Prop. 2-1/2 covertly spread word that voters should feel free to defeat the override because the library wouldn't close.

As AL goes to press, a Lunenburg town meeting is scheduled to determined what the immediate future holds for the budget and the library. Burnap said had the override passed, the cost to the average Lunenburg homeowner would have been no more than 35 cents a day. A second override vote is possible in the fall.

Because Ritter is a cooperating member of the Central Massachusetts Regional Library System, its closing would put an inequitable burden on other members, and the question remains: how much will the state of Massachusetts assist local communities? —Е. McС.

Well-oiled Oklahoma program among school library winners

Although the oil crisis of 1983 is still taking its toll in Norman, Okla., the community has continued to support a first-rate school library media program. Partly as a result of that support, the Norman Public School District has won a 1989 National School Library Media Program of the Year Award as best among entrants serving more than 10,000 students. Sponsored by the ALA American Association of School Librarians and the Britannica Companies, the award—worth \$3,000—cites the district's strong ties between library media program and curriculum.

A second \$3,000 award went to the Middletown (N.Y.) Enlarged City School District, best among districts serving fewer than 10,000 enrolled students. District Media Director John Perrino was cited for "exemplary leadership."

Hickman High School, Columbia (Mo.) School District, won \$1,500 as best singleschool program, with praise for its responsive staff and outstanding use of technology.

All winners showed a commitment to literacy and creative use of technology, said award administrators, who considered use of the Information Power guidelines as one of this year's criteria.

The awards will be presented June 26 at the ALA Conference in Dallas.

Shopping center health library formed by medical community

To fill a perceived information gap, an ambitious group of Stanford Universityarea health care providers will open the Stanford Health Library this summer in a remodeled storefront of Stanford Shopping Center, Palo Alto, Calif.

The "proprietor" will be medical librarian Cleta Alix, who joined the project May 15. She last served as research librarian at Palo Alto's Pacific Graduate School of Psychology.

As codirector Kristine Erving explains, planners conceived the library as an information service for families of Stanford University Hospital patients; but when the hospital's Community Outreach Office surveyed area residents, they discovered a communitywide demand for easily accessible health information.

Alix and trained volunteers will offer materials, not medical advice, Erving told

Planners expect the 1,200-sq.-ft. circulating library to open with at least 1,000 volumes geared to both a general audience and medical professionals. Other offerings will include an audiovisual collection, clipping file, and list of health-related community resources. The only user fees, Erving says, will be to cover the cost of online searches.

The project is modeled after the nonprofit Plaintree Health Resource Center in San Francisco. At AL press time, the Content Review Committee was still debating how best to represent alternative medical opinion in Stanford's holdings. -B.G.

Associations take stands on access to information

In announcements heavy with acronyms and ideals, a number of associations—IIA, MLA, AAHSLD, AALL, and ARLhave reported recent stands on issues of access to information.

 Urging adoption of a national policy framework to guarantee continuing public access to government information—as well as opportunity for information entrepeneurs, Kenneth B. Allen, Information Industry Association (IIA) senior vice president, testified before the House Subcommittee on Government Information, Justice, and Agriculture on April 18. IIA is a trade association representing 750 companies involved in the creation, distribution, and use of information.

The IIA framework is based on maintaining citizens' right of access to public information, preservation of diversity of views and sources, and avoidance of "monopolistic control over information essential to society's well being."

IIA also expressed strong support for the Freedom of Information Act (FOIA), warning that FOIA is being eroded by narrow interpretations, such as the suggestion that FOIA does not apply to electronic information.

• The Medical Library Association (MLA) and the Association of Academic

DEAS AL ASIDES

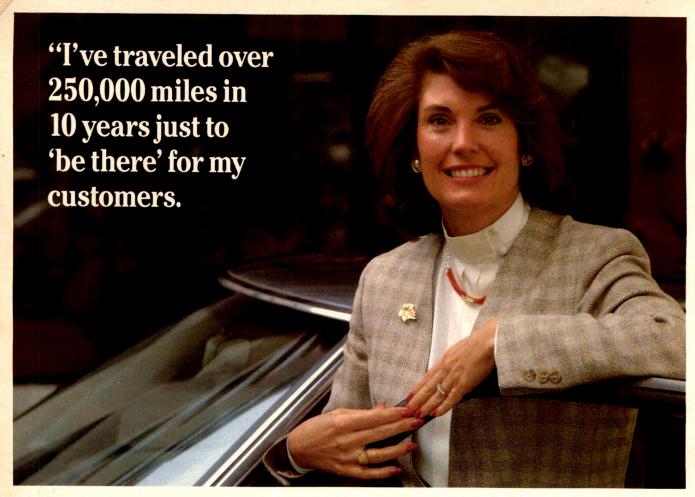
REPLICABLY YOURS

► To build pride in faculty publications-and bridges between teaching faculty and library-library staff mounted a semester-long "aerial" display of published papers in the Watson Memorial Library, Northwestern State University. Natchitoches, La. More than 200 title pages on colorful poster boards drew wide response; students especially enjoyed spotting their professors' works. Staffers Sissie Mayeaux, Carol Wells, and Mildred Lee carried out the program, which was sponsored by NSU's Phi Kappa Phi chapter.



Faculty pubs: Hang 'em high

- ►The Palm Beach County (Fla.) Library System capitalized on lottery mania with a can't-lose game of its own. A sign above a display of books reads: "LIBRARY LOTTO - PICK 3 - EVERYBODY WINS A GOOD READ!" The display has to be restocked three times daily. Reference clerk Debbie Wood came up with the slogan.
- ► Jody Stefansson, Downey City (Calif.) Library development services manager, passed this idea along to children's librarians at a regional conference: When the kids get unruly, blow a whistle! Then quickly recite a poem or challenge them with a reference question. "Works every time!" (And it worked as well on conference participants.)



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Health Sciences Library Directors (AAHSLD) have endorsed a federal legislative agenda of funding, education, and research for transforming mechanisms of data storage, retrieval, and transfer in science and medicine. The agenda seeks \$60 million over five years for intercampus computer networking, database development, and "knowledge management innovation," in addition to funding for education and research.

- The Library of Congress Network Advisory Committee "Statement of Common Vision" has been endorsed by the American Association of Law Librarians (AALL). The statement supports equal opportunity of access through a network that accommodates the differences between types of libraries and their missions.
- Local-systems technology, CD-ROMbased cataloging systems, and ownership of bibliographic databases are said to threaten development of a true North

ALA director-designate negotiating terms

CHICAGO, MAY 16-After a period of negotiation, one of three women who emerged as finalists this week from some 100 applicants and nominees is expected to be named the next executive director of the American Library Association.

On May 12, ALA President F. William Summers announced the contenders as Joanne Euster, director of libraries. Rutgers University; Linda Crismond, director, Los Angeles County Public Library; and Sharon Rogers, director of libraries, George Washington University.

The candidates traveled to Chicago May 15-16 for final interviews with the ALA Executive Board. President Summers expected the Board to reach a decision immediately after the interviews and then begin negotiations that could continue for several weeks.

While in Chicago, the candidates also met with department and unit heads and staff association officers, in what Summers called "an opportunity for the staff to begin developing a working relationship with the next executive director." Departing from past practice, the Board provided no formal mechanism for staff evaluation of the candidates.

The search for a new executive director began in January after Thomas Galvin announced he would resign in November. The Executive Board set a \$100,000 salary minimum and hired the firm of Korn/ Ferry to conduct a national search for the new chief executive (AL, Jan., p. 10; Mar., -L.K.

American database of bibliographic records electronically linked and offering unrestricted access. The Association of Research Libraries (ARL) reaffirmed its goal of development of such a database in a statement developed at ARL's February 1989 board of directors meeting. Scholarly communication, cooperative collection development, preservation, and bibliographic control will be more effective when bibliographic records are available to all regardless of the system in which they reside, states ARL.

Library associations unite to enhance profession's image

Everybody—everybody in the library profession, at least—talks about the image of the librarian, but now someone is doing something about it: Special Libraries Association President Joe Ann Clifton has established the Inter Association Task Force on the Enhancement of the Image of the Librarian/Information Professional.

The task force recently completed a survey of 13,000 corporate executives, academic presidents, government officials, and other "decision-makers" on their perceptions of librarians and information professionals. The group also surveyed members of nine library associations on their views of themselves and their colleagues and obtained information on stereotype and status from the library associations of 15 foreign countries. The next step is to prepare a report and develop a strategic plan of action to improve the profession's image, to be presented at SLA's conference this month.

The task force also plans to hold an essay contest for library school students, create a librarian speakers bureau to lecture to audiences outside the field, and solicit articles from librarians for publication in prominent business and academic journals.

Task Force Chair Kaycee Hale told AL that one purpose of the study is "to determine if what we perceive as the stereotype is truly the stereotype" and to learn "what is the real thinking of those who control our salaries." Hale said the profession stands to boost its status by improving its image. The value of the librarian has been well documented, she said, but "somehow we have not translated that value into actual salary increases."

Representing the various library associations on the task force are: Margaret Chisholm and Brooke Sheldon (ALA), Toni Carbo Bearman (American Society for Information Science), Albert Brecht

(American Association of Law Librarians), Ann Abid (Art Libraries Society), Jacqueline Morris (American Association of School Librarians), Vivienne Monty (Canadian Library Association), and Eloise Foster (Medical Library Association). Also on the task force are SLA members Judy Field, Frank Spaulding, Stephen K. Abram, M. Hope Coffman, Anita Dorsett, Roger Haley, Pat Schuman, and Mary Vasilakis. -G.F.

MAGE AL ASIDES

MODEL-TURNED-ACTRESS RENE Russo plays a casual and rather winning librarian in an April Paramount release entitled Major League. She is actor Tom Berenger's love interest and has to help him carry what an April 7 New York Times review called "the forced romantic plot." New Republic's Stanley Kauffmann praised the feature.



Russo plays athlete-turned-librarian

A new (female) owner of the Cleveland Indians wants to move the team to Miami, so she determines to put together the worst club possible to force the relocation. She creates a misfit crew headed by Berenger as the heroic aging catcher, and, of course, the team turns out a win-

In the romantic sub-plot, Berenger spots Russo-a librarian and his former girlfriend-and observes that her license plate says READ. His attempts to persuade her he's a reader add to the fun. She, beautiful and wearing contemporary clothing, presents an upbeat, purposeful image-"I'm trying to build one of the best special collections in America"according to Sandy Whiteley, editor of ALA's Reference Books Bulletin. Whiteley had a special interest in the film because her husband is Russell Maylone, curator of special collections at Northwestern University in Evanston, III., and he accompanied the crew through 16 hours of shooting for four minutes of film at the university's Deering Library.

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Four more ways to skin a referendum

Library-prompted balloting, a citizen drive to gain library services, and a bit of luck in employing referendum funding highlight springtime referenda results.

Park Forest (Ill.) Public Library services and collections were threatened when the village board decided to stop using its "home rule" powers to support the library. So the library board sought voter approval to increase the library's taxing authority. Prior to the April 4 vote, volunteers and library staff canvassed voters and produced informational brochures that helped produce a 3-1 plurality for the tax increase. "We carried every precinct," said Administrative Librarian Neal Ney.

Voters in Grosse Point, Mich., approved a three-year renewal of the 1.3 mill library millage. The April 10 balloting resulted in a 57% plurality.

A different kind of library referendum—one initiated by library users took place April 4 in Oakwood Township, Ill. Voters in an unserved area overwhelmingly approved annexation into the Oakwood Township Public Library District. Services will begin after a court order confirms the election results.

Charleston County (S.C.) Library won a referendum in 1987, but getting a new library building required a bit of luck recently. In 1986, a cost-conscious county council was reluctant to issue bonds, but agreed to a \$15.7 million referendum expecting voters to reject the proposal. Instead, 78% voted yes.

But as Charleston County Library staffer Catherine Boykin told AL, obstacles such as earthquake codes and the existing library's design forced the initial building program (renovation and an addition) to be shelved. However, luck had it that the Charleston city mayor spotted a recommendation to build a library in a historic area of Charleston under restoration. Voilà—the city bought the land, gave it to the county and the result will be a new 100,000 sq.-ft.-library.

Late flash: San Antonio, Tex., voters approved a \$46.5-million bond issue in a May 6 election. The bonds will fund construction of a new main library, improvements to branches, and eight new literacy centers. Outgoing Mayor Henry Cisneros, a strong supporter of the library bond, said "...it's a victory for knowledge over brawn," referring to the higher plurality for the library than for a domed stadium, which was approved in an earlier referendum.

-T.G.

LAPL BACK IN BIZ DOWNTOWN. May 15 Betty Gay (left), director of Los Angeles Public Library's Central Library, talked with KTLA TV reporter Marta Waller from the library's new temporary home, the historic Title Insurance Building. Official opening ceremonies were held May 20.

Since an arson fire devastated Central's permanent home in 1986, some 85% of its 2.3 million books had been unavailable for browsing. Now, the public will regain access to 95% of the

Gay and her staff will provide service from this site while the \$152.4-million renovation of the original facility continues. Planners anticipate its completion in late 1992.

ARL consultants' reports likely to widen serials rift

As AL went to press, two studies commissioned by the Association of Research Libraries (ARL) seemed certain to widen the rift between librarians and commercial journal publishers. Meeting May 10-12 in Providence, R.I., ARL members discussed the just-released reports, which advocate "urgent actions" and substantiate huge profits for publishers at libraries' expense.

Economics Consulting Services, Inc., of Washington, D.C., reported that profits of four publishers increased between 40% and 137% in 1973-87. Consultant Ann Okerson called for a "set of urgent actions" to dramatize the depth of the cri-

In another venue, publishers, librarians, scholars, and university administrators faced off at two recent seminars sponsored by the Society for Scholarly Publishing. Publishers accused librarians of driving the "electronic agenda"-meaning the electronic dissemination of research results. (See Joe A. Hewitt's "Altered States...," p. 497 ff.). -T.G.

news in brief

Rehiring iced in Anchorage. Keith Revelle, who was fired as Anchorage (Alaska) municipal librarian as of January 1988, has been fighting to win his job back ever since (AL, Apr., p. 287). He encountered another ice jam in late April, when the municipality won a 30-day stay of a lower court order to rehire him, effective May 1.

At AL press time, the Alaska Supreme Court had not yet decided whether to re-

CHALLENGE AL ASIDE

No. 4:

AL Challenge No. 4: Who has the best library-related personalized license plate?



David R. Dowell, Illinois Institute of Technology library director, kindly allowed us to show his plate (above) to help hype the challenge. Attached to his new T-bird, the plate stands for "Information Doctor," and refers to Dowell's recent application of library skills to a medical-information problem.

Take a snapshot or rubbing, mark it "Challenge 4," and send to American Libraries Challenge, 50 E. Huron, Chicago. IL 60611. Deadline: July 31.

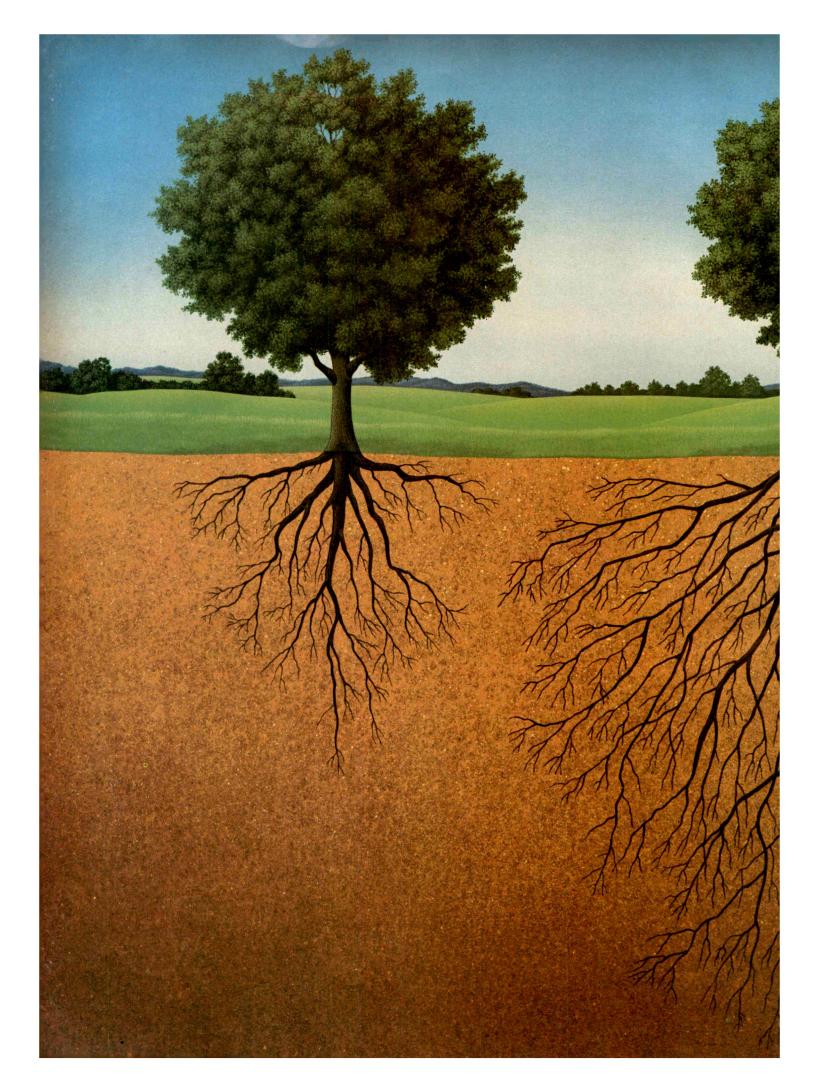
WINNER OF CHALLENGE NO. 2

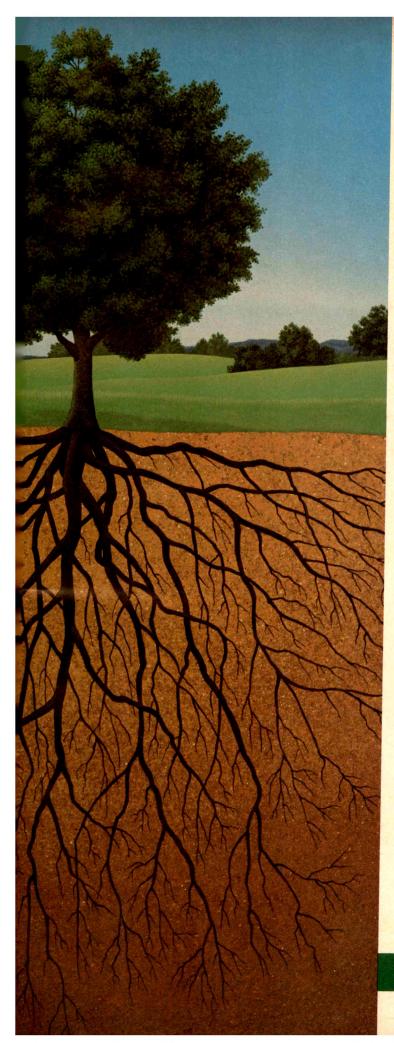
Original challenger and now champion is the Wehr Library of St. Norbert College, De Pere, Wisc. No library of 10-25 staff members could beat Wehr's average staff tenure: 18.9 years.

Runner-up was the Union Endicott Central School District (Endicott, N.Y.), whose 18 library clerks in eight schools average 15.5 years of service. Clerk Louise Zur, with 24 years, has shelved some .5 million books, Supervisor Gail Dickinson estimates.

The library staff of Alverno College (Milwaukee) has logged an average of 10.5 years of in-house experience, reports reference librarian Jackie Rice. And, taking fourth place, the College of St. Rose (Albany) boasts an average of 8.6 years for its nine library full-timers, and six years overall for the 14 staffers. Library Director Barbara Clune sent the tally.

AL's esteemed Challenge Jurors are now evaluating "Best View from a Library" (No. 3). Results to follow soon.





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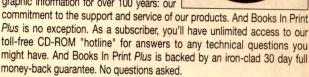
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view the case.

The municipality hopes the higher court will release Mayor Tom Fink from having to reappoint Revelle for a 120-day "cooling-off period." In an April affidavit made prior to the lower court's rehire order, Fink had argued that he could objectively reevaluate Revelle's performance without reinstating him.

What will remain inviolate is the lower court's March decision that the mayor wrongfully dismissed Revelle 18 months

AL THUS SAID

WINGED LIBRARIANS

"I have always thought that there must be a special section of Heaven. It looks a whole lot like the stacks at the Library of Congress or Multnomah County Library. Winged librarians help you find the book you want. The sun shines in the tall windows. The people there are quiet, but you can see their spirits shining."—Writer Ursula K. Le-Guin, in support of National Library Week at Multnomah County Library, Portland, Ore.

"I have...often said that too much government information is classified, and that the public would appreciate our national security needs if more data that need not be classified were declassified and released."—Vice President Dan Quayle addressing journalists in Washington, D.C., on Freedom of Information Day, March 16. "I come from a First Amendment family," he noted.

"Trying to control faculty members is like trying to herd cats." —Robert Hayes, former dean of the UCLA Graduate School of Library and Information Science, at a March conference in Syracuse on "The Impact of Desktop Publishing on University Life." Hayes referred to somehow limiting the time faculty would divert from substantive activities if they were to tinker with self-publishing via desktop electronics.

My mom's one [a librarian], and that way you can read and work on computers all the time."—Karen Stanley, 7, of Littleton, Colo., national winner of the Computer Learning Foundation's Story Book Newsletter Contest. Karen's mother—Gay Stanley, library-media specialist, Willow Creek Elementary School—encouraged her to enter the story competition, and Karen won a computer for Sandburg Elementary School and one for herself. She says she loves working with computers and plans to become a librarian when she's older.

ago, and that Fink must reconsider that action. Revelle lost a related motion for back pay.

Hard copy via OCLC. ERIC (Educational Resouces Information Center) documents are now available through OCLC's ILL subsystem. OCLC users can order ERIC microfiche and paper documents using the OCLC symbol "EDR." Orders are processed within 72 hours of receipt with fax and overnight mail options available.

The Institute for Scientific Information's document delivery service, The Genuine Article, is also accessible through OCLC. The Genuine Article can provide users with full text of millions of articles published over the last four years in some 6,000 journals.

Other resources and information suppliers offering similar OCLC access include: the Library of Congress, University Microfilms, National Technical Information Service, National Agricultural Library, Chemical Abstracts Service, the Engineering Society Library, and the British Document Supply Centre.

OCLC members will receive a brochure describing these new services.

Hacker's sourcebook? An Onondaga (N.Y.) County Public Library book, held as evidence by police, prompted a library staff review of the title's appropriateness for the collection. The Inner Circle: A Hacker's Guide to Computer Security was found in the home of a high school student accused of breaking into the Syracuse Public School District computer.

Although no formal complaint about the book was received, OCPL Director Robert P. Kinchen appointed a committee to determine whether the book met library selection guidelines. The committee found the book to be an appropriate selection, noting that the book repeatedly discouraged "unethical" hacking. OCPL will not remove the book from the collection.

Thomas Jefferson the librarian. Long believed lost, the classification system devised by the third president of the U.S. for his own library was published April 13 by the Library of Congress, on the 246th anniversary of Jefferson's birth. The lost manuscript, discovered by James Gilreath of LC and Douglas L. Wilson of Knox College, Galesburg, Ill., was bound with a printed 1815 catalog of the Jefferson collection. According to LC sources, the discovery "restores to the world the intellectual order Jefferson imposed on his library and throws light on the way one of the country's leading intellectuals organized knowledge." Thomas Jefferson's Library: A

Catalog with the Entries in His Own Order is \$19 from the U.S. Government Printing Office, Washington, DC 20402 (030-001-00130-0 title/stock no.).

Bell access to catalog a "first." Lehigh University (Bethlehem, Pa.) libraries' online catalog, known as ASA, is the first library database accessible through the new Bell Atlantic Gateway Service.

Bell Atlantic is a combine of telephone and telecommunications companies in Pennsylvania, New Jersey, Delaware, and Maryland. Gateway allows users to shop, seek a job, study a restaurant guide, and get news, stock market information, real estate listings, a horoscope, and other data via personal computer.

Gateway users can browse menus free and incur charges only when they connect with a database. Gateway's charge is \$3 per hour.

The ASA/Gateway linkage is managed by Lehigh's eight-year-old, fee-based Libraries' Information Service. ASA is named for the university's founder, Asa Packer.

Independent scholars organize. The birth this spring of the National Coalition of Independent Scholars (NCIS) has three major implications for librarians: 1) the challenge to address NCIS's first goal, to "improve access to research libraries" for institutionally unaffiliated scholars; 2) the opportunity to direct local independent researchers to a national organization serving their interests; and 3) the possibility of joining NCIS to facilitate one's own independent scholarly pursuits. Dues have been set at \$5-\$10 a year; another \$10 brings an informative quarterly newsletter. For a membership/subscription application, write NCIS Membership, 6425 Muirlands Drive, La Jolla, CA 92037. NCIS President is Barbara Bell, 160 Harbor Rd., Southport, CT 06490.

Information brokers "legitimized." Not everyone has recognized information brokering as a bona fide profession in its own right, rather than a stepchild of library and other information professions. But not only did the Association of Independent Information Professionals (AIIP) hold its third annual meeting in early May, it also gained two symbolic forms of professional legitimacy: a Standard Industrial Code (SIC) reserved for information brokers, and authorized Yellow Pages listings in California and elsewhere under "Information Broker." Some 50 AIIP members at the May meeting in Lowell, Mass., formalized a Code of Ethical Business Practice

(Continued on p. 616.)



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A crowd roars in Cincy

In Cincinnati, they celebrated a centennial, demonstrated digital books, raised a few hackles, calculated the cost of answering a directional question, and went to the ball game.

by Tom Gaughan

OME 2,887 CONFERENCE-goers from 50 states and eight foreign countries, more than double the anticipated attendance, arrived in Cincinnati for the Association of College and Research Libraries Fifth National Conference, held April 5–8. The meeting's rich offerings—programs, papers, guest speakers, poster sessions, exhibits, parties, and other diversions—more than compensated for the only common gripe heard from attendees: "I got to a session on 10 minutes early and

couldn't get in."

According to ACRL Deputy Executive Director and conference manager Cathleen Bourdon, planning began three years ago with an estimate of 1,300 registrants based on the 1981 Minneapolis meeting attendance. When the advance registrations began to pour in, she added, it was too late to alter meeting-room arrangements. So, many stood and some sought alternatives to the presentation of their choice. Fortunately, there was much to find.

Papers—macro to micro

ALA's *Policy Manual* defines divisional meetings as "non-business," effectively prohibiting committee work and focusing participants on the substance of librarianship. Seventy-seven contributed papers passed muster in a blind reviewing process. Some were rigorous research studies, others articulated problems and proposed solutions. In addition, conference planners selected 44 subjects for conference programs with invited speakers.

Offerings in traditional areas abounded, but sessions also reached beyond collection management and reference with such presentations as "An Australian Dime Novel Publisher," by Carol Mills.

Presentations personally observed stretched from macro to micro in scope. Susan Martin, National Commission on Libraries and Information Science executive director, speaking on national information policy, distinguished between federal and national. Federal policy, she said, was made, purposefully or otherwise, through legislation and administrative ruling. National policy would be coordinated and purposeful. Martin doubted the possi-



Featured speaker Mary Anne Dolan (right), with respondents Maureen Sullivan and Richard Dougherty

bility or the wisdom of a single national information policy.

The Black Studies Librarianship Discussion Group focused on the how and why of building black studies collections. Moderator Clarence Chisholm of Ohio University announced to a packed meeting room that the group will formally petition to become a section of ACRL. Robert L. Harris, Jr., director of Cornell's African Studies Center, debunked the notion that black studies is a fad.

Regressing budgets

University of Arizona librarian John Budd offered a regression analysis of library funding that showed a steady decline for 1976–88, due primarily to serials price increases. VPI's Scottie Cochrane and Carolyn Warmann focused on methodology in their calculation of costs of specific services, e.g. \$3.53 to answer a directional question.

Carroll Varner, Northern Illinois University, discussed a library's limited options when a racist periodical in a library becomes a campus issue—keep the title and be viewed as racist, or cancel it and be called a censor. Varner advocated keeping the title and developing campus consciousness on the library's obligation to collect on all sides of controversial issues.

Helen Josephine's useful overview of pay-equity issues also described a successful campaign at Arizona State University that engaged non-library workers.

Midway through a conference it's not unusual to say to oneself, "I'd prefer a root



Ohio Wesleyan University library staffer Julie Houston (center) enjoys "ACRL Night at the Reds" after singing the National Anthem for 21,000 hardy baseball fans.

canal to another session." But the presentations I attended were thoughtfully prepared and presented. The conference proceedings, to be published this month, will be valuable reading for those turned away and for those unable to get to Cincinnati. (Available from Order Dept., Publishing Services, ALA at \$30. Discounts for members.)

Mingling in the exhibits

"We stole the idea from LITA," said Bourdon, of the coffee breaks with exhibitors. Clearly a hit with vendors and librarians alike, these sponsored interludes drew large crowds for refreshments and another stroll through some 200 exhibits, and to see and be seen.

Kinetic keynoter

EBSCO Subscription Services helped underwrite the conference's engaging theme speakers. Kinetic keynoter Michael Hawley, creator of the digital books bundled with Steven Jobs' NeXT computer (and Jobs' last-minute replacement as keynote speaker), playfully asked, "Had anybody heard of me before this conference?"

Careening from topic to topic and medium to medium, the 27-year-old Hawley dazzled with words, sounds, images, and a glimpse of a coming reality—instant access to vast bodies of text. Using a mammoth, projected NeXT screen display, Hawley drove the computer at warp speed through 43 references to "brain" found in Shakespeare, delivering a powerful demonstration of the speed of the digitized concordance. In addition to the complete works of Shakespeare, Hawley squeezed Webster's 9th Collegiate Dictionary and Thesaurus and the Oxford Dictionary of Quotations into the NeXT system.

Mary Anne Dolan, the first woman to rise through the ranks to edit a major daily newspaper, raised consciousness and a few hackles discussing her tenure at the Los Angeles Herald Examiner. She said that newly appointed female editors adopted the worst aspects of male behavior toward power. She described a metamorphosis, "from 'Front Page' to 'I, Claudius' " and quoted cartoon character Pogo—"We have met the enemy, and he is us." A panel of ACRL members, some of whom disagreed strongly with her views, responded.

Boisse wasn't blase

ACRL President Joe Boisse was omnipresent, presiding, presenting Distinguished Career Citations at each of the general sessions, and even throwing out the first ball for a Cincinnati Reds home game



Willie Scott, Southern Illinois University; John Page, University of the District of Columbia; and John C. Tyson, University of Richmond, enjoy a respite from meetings.

at ACRL's "Night at the Reds."

Nearly 500 ACRLers watched Ohio Wesleyan University's Julie Houston and Boisse do all librarians proud at Riverfront Stadium. Houston sang the National Anthem, and Boisse threw a pretty fair first ball, noting later, "I didn't want to bounce it up to the plate." Both demonstrated midseason form as the Reds beat the World Champion Dodgers, 4-3, in the season's second game.

The citations, awarded to 10 librarians whose careers predated the Academic or Research Librarian of the Year Award, supported the conference theme, "Building on the First Century," a centennial celebration of ALA's College Library Section.

Talking relentlessly

Overcrowded meeting rooms notwithstanding, Cincinnati was a wonderful conference venue. Skywalks connect hotels,



Benita Weber Vassallo and Neosha Mackey shared an April 5 birthday at ACRL.

restaurants, shops, and businesses with the Convention Center, enabling visitors to walk indoors most anywhere in the compact but cosmopolitan downtown. And that suited ACRLers heading for parties, receptions, and Cincinnati's amenities, talking relentlessly wherever they went.

You didn't have to listen hard to hear rumors and guesses about searches for directors at a host of major libraries. Many attendees did more than talk about jobs. The placement center, run by ALA's Office for Library Personnel Resources, was as crowded as a meeting room throughout the conference.

ALA presidential candidates Hannelore Rader, Irene Hoadley, and Richard Dougherty (school librarian Rebecca Bingham didn't attend) seemed to be everywhere, not campaigning overtly, but not eschewing opportunities to present themselves and their views.

Next time, more chairs

Conference manager Bourdon, conference executive committee co-chairs Martha Bowman and Evan Ira Farber, and dozens of other ACRL members and staff put together a tremendously interesting and well organized meeting. President-elect William Moffett knew this when he closed the last general session by jovially entreating members to turn in their evaluation forms. Moffett also knew the evaluations would say, "Great meeting, but next time [Phoenix in 1991] get bigger rooms with more chairs." ACRL was SRO because it offered everything a good conference should.

Count on bigger rooms with more chairs in Phoenix.

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Betsy Hobgood

The Book Report, 4:5, March/April 1986, p. 47

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William D. Jones, Librarian
Baptist Bible Institute, Graceville, FL

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Jane Chandra School Library Media Quarterly, 14:2, Winter 1986, pp. 105-6

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Altered states: Evolution or revolution in journal-based communications?

No longer just a library problem, the growth of journals and their prices threatens universities, scholars, and publishers. Change is certain, and the players have begun to sort out the factors

by Joe A. Hewitt

HE HIGH COST OF REsearch journals has mushroomed into one of the most problematic and acrimonious issues of the decade. Librarians, frustrated by the devastating impact of journal costs on materials budgets, have charged commercial, scientific, technical, and medical (STM) publishers with profiteering. Publishers view librarians as naive about the economics of publishing and ineffective in acquiring funds from their institutions to meet the increasing volume and costs of scientific information. What librarians call "the serials problem," publishers see as "the library problem." The tone of the debate has not always been hospitable to an objective examination of the underlying causes of the problem which may well be deeply rooted in the process of scholarly communication.

Is the journal dying?

The Society for Scholarly Publishing (SSP) is sponsoring a series of seminars on the future of the scholarly journal, bringing together publishers, librarians, scholars, editors, and intermediaries such as subscription agents and database vendors to discuss basic issues the problem of journal costs has brought to the surface.

High serials prices are the catalyst for the discussions—not the topic. Instead, the seminars deal with such questions as:

· Has there been a breakdown in the

system of scholarly communication based on the journal?

- Is the journal system, as it presently exists, economically viable?
- Is there a need for fundamental change in the way research is published and disseminated?

A second focus is on prospects for the "electronic journal" and proposals that libraries, networks, university presses, and research centers collaborate to disseminate the scientific information generated on university campuses. Among the questions in this area are:

"What librarians call 'the serials problem,' publishers see as 'the library problem.'

- Can the electronic publication serve all the functions of the journal? Peer review? Certification? Fixing a proprietary date for research? The archival function?
- Who will develop and control these electronic avenues of primary publication—networks of universities and research centers, or the traditional publishers of scholarly journals?

Breaking new ground

Two SSP seminars have been held to date—the first in Chapel Hill, N.C., in Oct. 1988, and the second at Lake Arrowhead, Calif., this past April 9–11. Discussion at both seminars was wide-ranging and lively, generally succeeding in breaking new ground rather than covering the familiar librarian vs. publisher arguments. Librarian themes such as price gouging and "buying back our own knowledge," like the standard explanations of publishers,

did not dominate the agenda. The most heated exchanges took place over copyright, not pricing. At Chapel Hill, a scientist questioned the practice of assigning author's rights to commercial publishers for research done at public expense. Did that practice block scholarly communication? Yes, the scientist believed—if libraries cannot afford to buy the journals. This point apparently strikes a deep nerve with publishers.

The intense seminars defy encapsulation here, but as UCLA English professor Richard Lanhan said at Lake Arrowhead, "There are a lot of subliminal things going on here." Noted below are a few highly selective and heavily interpreted themes from the seminars.

The extent of the crisis

It was agreed that the high cost of scientific serials is distorting library spending, and doing so in a way that threatens all library-dependent scholarly publishing. University presses and association publishers, well represented at the seminars, showed alarm at the threat to monographs in the humanities and social sciences and seemed committed to working with librarians to find solutions to the problem.

The view from above

At Lake Arrowhead, John Curry, vice president for budget and planning, University of Southern California, surveyed trends and priorities in higher education and offered a pessimistic view of solutions based on pouring more and more funds into library budgets to meet rising subscription costs. Dennis Smith, director of library affairs and academic computing for the University of California, reported that academic administrators feel "the publishers are ripping the librarians off" and have asked UC system librarians to do something about it.

Joe A. Hewitt, associate university librarian for technical services, University of North Carolina/Chapel Hill, helped organize the first SSP seminar and prepared this special report for AL.

AMERICAN LIBRARIES JUNE 1989

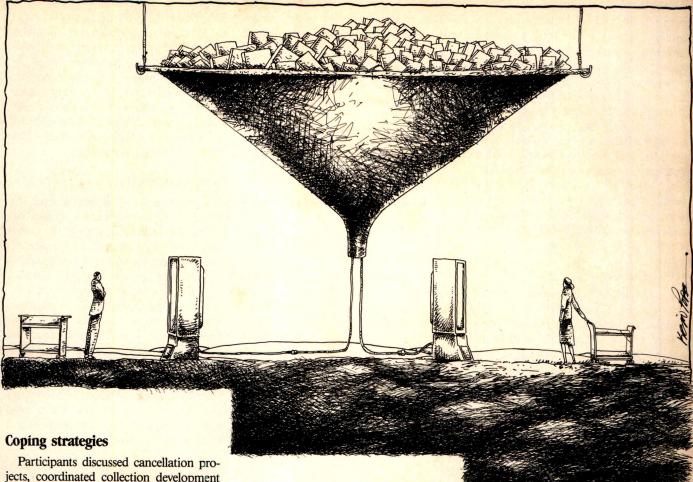
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Participants discussed cancellation projects, coordinated collection development and resource sharing, continued redirection of materials budgets, and pressures on publishers to restrain price increases; but they viewed them ultimately as mere "coping strategies" rather than solutions to the problem.

Electronic publishing

Perhaps the dominant theme of the seminars was the potential for new forms of publication. Mark Kibbey, Carnegie Mellon University, discussed electronic publishing technologies. Richard Lucier and Nina Matheson exhibited a project of the Laboratory for Applied Research in Academic Information at Johns Hopkins University, "Knowledge Management: A Collaboration of Academic Scholars, Librarians, and Publishers."

Electronic publishing was viewed with both excitement and caution. At Chapel Hill, a commercial publisher pointed out that the "electronic agenda" is being driven by librarians, not publishers; the economics of electronic publishing as a commercial enterprise are very uncertain. Others emphasized that large-scale, full-text electronic publishing projects may depend on the emergence of "significant new players from the nonprofit sector."

A great deal of discussion centered on

"Is there a need for fundamental change in the way research is published and disseminated?"

the ability of the "electronic journal" to serve all the editorial, status, context, access, and archival functions of print journals. Key insights were these:

- The terms "electronic journal" and even "electronic publishing" are analogous to the term "horseless carriage" in that they are based conceptually on the past rather than the future.
- They are also limiting, like the idea that railroads are in the railroad business rather than the transportation business.
- The application of electronic technologies should be based in an "information transfer" context rather than one limited to a framework of current publishing functions
- The print model should not govern the electronic model.

Continuing this line of reasoning may well be a theme in future SSP seminars.

The academic reward system

Librarians place great store in the idea that the publish-or-perish syndrome in academe is the driving force behind the growth of journal literature. While recognizing pressure to publish as a factor, scholars and publishers at the SSP seminars tended to give it less emphasis than other factors. Scientific societies, like the commercial STM publishers, reported constant pressure from their members to increase the size of journals and to begin new journals for emerging specializations and new interdisciplinary combinations. The greater emphasis on global research programs, pressure to improve U.S. competitiveness, and the competition for research funds were listed as significant contributors to growth in the literature.

Those who would proselytize too loudly

Altered states

on publish or perish risk oversimplifying an extremely complex situation and offending large numbers of productive scholars and scientists who publish to advance their disciplines. There may be numerous legitimate educational reasons to find nonpublication-based measures of academic performance, but a perceived "excess of publication" is not in itself sufficient. Publishers and scholars were much less confident than librarians about prospects for "controlling the supply." Implicit advice to librarians: This factor awaits a "sea change" in academic culture; better to concentrate on those factors in the equation over which they have more control.

New coalitions

A palpable sense of community evolved among librarians and association and university press publishers. (A publishing consultant at Lake Arrowhead complained bitterly that librarians were driving a wedge between the for-profit and not-for-profit publishers in SSP.) Although the identification of common perspectives was a hopeful sign for future cooperation, a full-fledged synergy had not yet developed. An important topic for future seminars was

identified as *how* to work together in what was described as a "holistic framework for creation, dissemination, and retention" of academic knowledge.

"Is the journal system, as it presently exists, economically viable?"

Prospects

The Chapel Hill seminar concluded that the print journal would continue for the foreseeable future and that change would come incrementally through 1) adjustment of the present system and 2) the evolution of new channels of dissemination. The Lake Arrowhead group focused on the second alternative. Chet Grycz, University of California Press, observed that there seemed to be a "conspiracy for change" with a lot of people dealing with the same issues in different venues. Grycz and other

participants, who had just returned from EDUCOM's NET 89 meeting in Washington, D.C., were convinced that affordable technical infrastructures to support university-based electronic publishing was on the way. What is needed is a plan to mobilize the resources of libraries, university presses, and scholars who work in academic institutions. James Williams disclosed such plans as they are taking shape at the University of Colorado/Boulder.

Elemental tension

A common theme at both Chapel Hill and Lake Arrowhead was the need for differentiation and clarification of the underlying problems of scholarly communication. The symptoms, particularly the unaffordable prices of print journals, have been well documented; but some participants believed the underlying causes are still so uncertain that the seminars were anticipating solutions to problems not yet understood. As the Seminars on the Future of the Scholarly Journal continue, they will no doubt display the elemental tension that characterizes all groups dealing with complex problems—tension between those who want to study the problem further and those poised for action.

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Downtown Dallas dining

Never mind the ambiance-Pass the barbeque!

A native Dallasite offers a guide to local restaurants, from chili parlors and steakhouses to German and Italian cuisine by Elena Carvajal

HE THOUGHT OF TEXAS cooking "the way mom used to make it" summons up visions of barbeque, southern fried chicken, chicken-fried steak, and homemade peach cobbler with vanilla ice cream. Other fare associated with the state includes chili and other Tex-Mex delicacies, as well as "Texasstyle" hamburgers. ALA conference-goers can find all this and more, in varying price ranges, conveniently located in the downtown area.

Downtown Dallas is also easy to navigate using the DART (Dallas Area Rapid Transit) Hop-a-Bus, which has three lines and runs from 10 a.m. to 6:30 p.m. weekdays. Fare is 35¢; schedules can be obtained from the information booth at the Convention Center during the conference.

Another means of transportation is the new McKinney Avenue trolley, which is scheduled to begin operating on Saturday, June 24. The line will run past the Fairmont to McKinney Avenue, go down McKinney and back, return up St. Paul to Ross, and go west on Ross, back to the Fairmont. The trolley will provide easy access to many restaurants and shops along McKinney and the Crescent shopping mall.

Good sources for dining and entertainment info are the weekend guides that appear each Friday in the Dallas Morning News and the Dallas Times Herald: these sections offer bountiful tips on places to dine, exhibits, concerts, and other happenings in town. The Morning News also publishes The Guide to Dallas Restaurants: The Definitive Guide to the 150 Best. So, be ready to waltz about Dallas with fork in hand; there's no excuse for not sampling the best dining the Lone Star State has to offer.

Elena C. Carvajal is a law librarian at Haynes and Boone in Dallas and current chair of the 3M/JMRT Professional Development Grant. She is a native Dallasite who has survived many of the city's hot summers and consumed much barbeque.



The Ranch House is one of the many choices for barbeque in Big D. Photos by Elena Carvajal

Inexpensive (around \$5)

The decor is strictly low-rent, some of the tables wobble, and the napkins are paper-but they do sell some of the best barbecue in town at Texas Bar-B-Que (616 Jackson St.). Daily offerings include jumbo stuffed baked potatoes and brisket that's smoked in a hickory pit for 18 to 21 hours. Other good choices for barbecue are Ranch House (1310 Main St.) and Nick's (1907 Lamar), which has been at the same location for 28 years. Tony Roma's (310 Market) is famous for its pork baby-back ribs, which are very messy-but good.

Frequented by local celebrities, including financier Bunker Hunt, Rosemarie's, a cafeteria-style eatery (1411 N. Zang; open only for lunch from 11 a.m.-2 p.m.) is located in a nondescript yellow-and-brown building; people flock there for the chicken-fried steak, vegetables, rolls, and homemade desserts. The peanut butter pie is a favorite among locals and well worth the short cab ride. Ferris Plaza (308 S.

Houston) serves hearty lunch specials that include an entree, two vegetables, rolls and salad for \$3.75. Breakfast is also served. Yet another Dallas institution is the Blue Front (1310 Elm St.; under One Main Place), which serves traditional German fare and has been run by the Schliepake

Bulls, broncs, and BBQ

The 32nd annual Mesquite Championship Rodeo (1818 Rodeo Dr., Mesquite, Texas) is among the better-known cowboy exhibitions in the country, attracting celebrities and dignitaries. The circuit's best competitors participate in calf wrestling, barrel racing, saddle bronc riding, and bull-riding, which has been called the most dangerous eight seconds in sports. The Bull's Eye BBQ Pavilion serves brisket, sausage, and cold drinks. The show starts every Friday and Saturday evening at 8 p.m. Tickets are \$7 for adults and \$3 for children 12 and under. Call 214-222-BULL or 214-285-8777 for more information.

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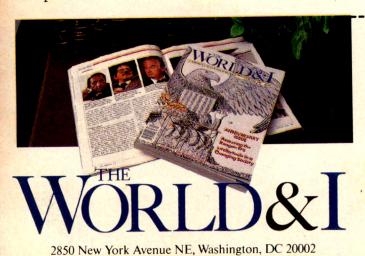
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family for over 100 years. There are daily lunch specials for \$4.25 in addition to the standard menu.

For inexpensive Mexican food consider Border Cantina (807 Elm St.; open Monday-Saturday from 11 a.m. to 10 p.m.) Look beyond the tacky decor and enjoy a \$4.95 luncheon special of sour cream chicken enchiladas or Border's Burritos. Mariano's Mexican Restaurant (1402 Main St.) is also popular with the lunch crowd.

To escape from Dallas's summertime heat, go underground to NCNB Plaza (901 Main St.), where you will find fast-food Chinese, deli fare, a salad bar, and more. Also underground is the popular Crystal Court (1201 Elm St.), which has a large selection of typical fast-food chains, a cafeteria, and the Paradise Bakery. And don't forget the "greasy spoon" hamburger places where you can still get a cheeseburger, fries, and a Coke for less than \$4. Try Record Grill (605 Elm St.) or Deluxe Diner (418 S. Ervay St.), which is not exactly deluxe, but is conveniently located across the street from the Dallas Public Library.

Moderate (\$6-\$10)

If your budget allows, you've got many excellent dining choices in the moderate price range. Tolbert's: the Original Chili Parlor (West End District, 1800 N. Market) is dedicated to the tradition of native Texas cooking, including the famous bowl of red championed by Frank X. Tolbert, founder of the original chili cook-off, the annual world championship held at Terlingua, Texas. Besides chili, Tolbert's serves generous portions of tortilla soup, barbecue, and fajitas. Dick's Last Resort (Ross at Re-

cord) is a lively place, known equally well for its noisy ambiance and its barbecue chicken. Dixie House (2822 McKinney Ave.) offers reliable home cooking in a pleasant setting. The blackberry cobbler is especially good. At Old City Park's Brent Place Restaurant (1717 Gano St. at St. Paul; open Tuesday-Friday) there are three seatings (11:15, 12:15, and 1:15) for a traditional 1880s lunch that includes an entree (of the chef's choice), vegetable, salad, dessert, and beverage—all for \$7.50. Reservations are recommended (phone 214-421-3057). After lunch, take time to explore some of the 37 restored North Central Texas Structures dated 1840-1910 and to visit McCall's, a charming dry goods

The Dallas Museum of Art (1717 N. Har-

Shopping, Texas-style

The best in Texas shopping can be found at Olla Podrida: the Working Artists Place, just a short detour on the way to Southfork. There are over 60 shops in a cozy, barn-like setting filled with the paintings, sculpture, and weavings of local artists. Additionally there are many boutiques filled with antiques and collectibles, candy, reasonably priced apparel, homemade crafts, and folk art. It's the ultimate souvenir shopping extravaganza. Olla Podrida is at 12215 Coit Rd. between the LBJ Freeway (I-635) and Forest Lane.

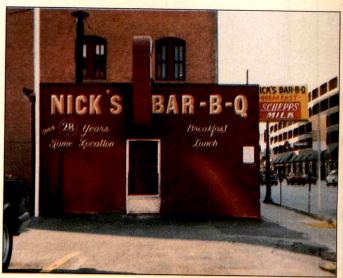
Closer to downtown Dallas, consider the West End Market Place (603 Munger) with four levels of shops and fast-food places and within easy access via DART's Hop-a-Bus. Shops and Galleries of the Crescent (2215 Cedar Springs) has elegant shops and dining in a European setting—very uptown. Access is via the McKinney Avenue trolley.

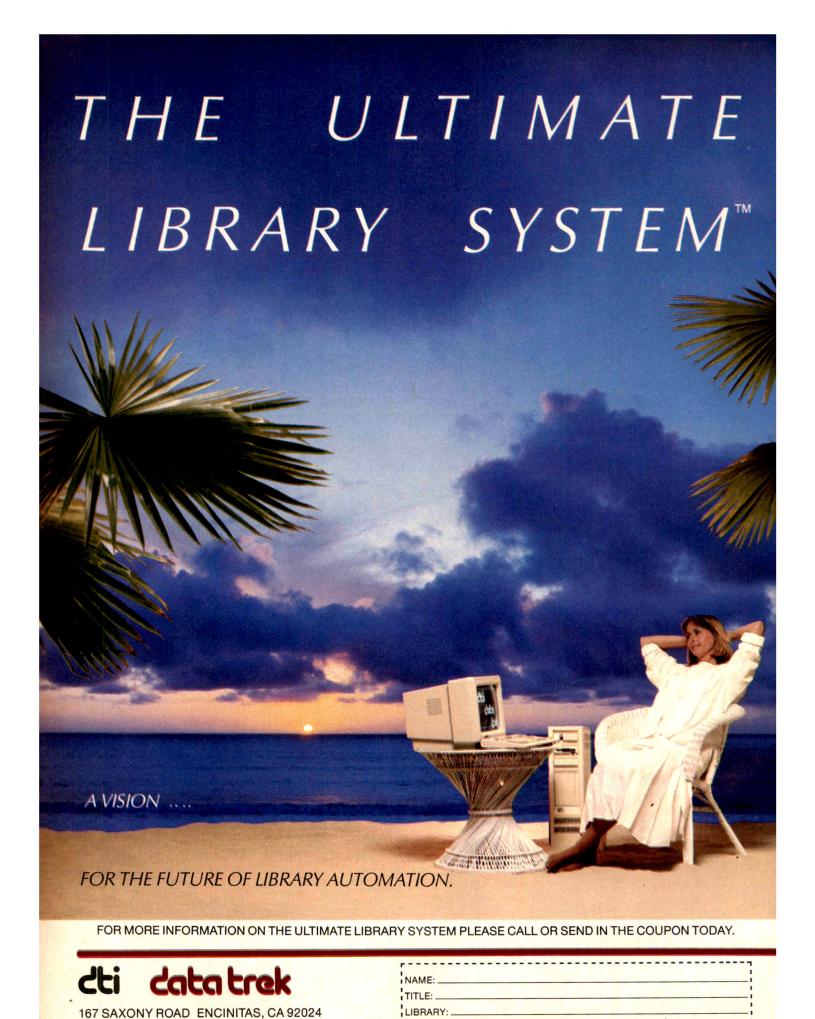




Tolbert's Texas Chili Parlor (above) features a world-famous bowl of red, as well as Lone-Star decor; the Record Grill and Nick's Bar-B-Q (below) are two Dallas institutions conveniently located in the conference area.







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wood St.; closed Mondays) also serves an elegant lunch at the Gallery Buffet. The museum is accessible by DART's Hop-a-Bus (Blue Line) just outside the Dallas Public Library. For a more elegant setting consider the **Zodiac Room** at Neiman Marcus (1618 Main St.) or the **Bistroquet** at the Adolphus (1321 Commerce St.), which serves cross-culture cuisine.

There are many moderately priced Mexican restaurants in the area. Locals favor Raphael's (3701 McKinney Ave.) and Javier's (4912 Cole Ave.), which serves continental Mexican food in a fabulous setting, well worth the short cab ride from the central business district. On the Border (Market at Corbin, West End) is famous for its mesquite-grilled specialties of Mexico and

JFK remembered

Another worthwhile attraction is the Sixth Floor (411 Elm) exhibit in the former Texas Schoolbook Depository Building, devoted to the death of President John F. Kennedy. The exhibit features some 400 photos, film footage, and interpretive displays documenting the assassination. Open daily 9:30 a.m.–5:30 p.m. except holidays. An audio tour is \$6 for adults; the regular admission is \$4 for adults and \$2 for children 12 and younger.

Texas. Popular menu items include mesquite beef ribs, fajitas, and more!

Brent Place Restaurant (left) is located in

Brent Place Restaurant (left) is located in Old City Park, a 12-acre historic site just south of downtown; the West End's On the Border (right) offers Mesquite-grilled Tex-Mex specialties.

Expensive (\$10 +)

For the "big splurge," plan a visit to one or more of these local legends. Routh St. Cafe (3005 Routh at Cedar Springs), offering "southwest" cuisine, is nationally recognized as the gourmet highpoint of Dallas. Another popular spot is 311 Lombardi's (311 Market in the West End), which features an excellent selection of Italian food; good choices are Trittico de Pasta De Giorno (three pastas and three sauces) and the focaccia bread, baked in a woodburning oven.

Atlantic Cafe (4546 McKinney at Knox) and Cafe Pacific (Preston at Mockingbird) are well known for their outstanding seafood. Steak and potatoes are served at The Palm (701 Ross)—which has sawdust on the floor and is very fashionable with the trendy crowd—and at Ruth's Chris Steak House (5922 Cedar Springs), known for its large servings. Lawry's the Prime Rib (3008 Maple) offers consistent, predictable food and posh and comfortable service. Reservations are recommended for all restaurants in this category.

When the conference programs are winding down, and the meetings become unbearable, take heart; there are plenty of places to knife-and-fork it in Big D. After all, the alleged dying words of Kit Carson were, "Wish I had time for just one more bowl of chili."

The pharaoh at Fair Park

The main attraction in Dallas this summer is the "Ramses the Great" exhibit highlighting the life and era of Egypt's mighty pharaoh, Ramses II. The exhibition, presented by the Dallas Museum of Natural History Association, comprises the largest collection of artifacts ever to leave Egypt. Exhibit hours

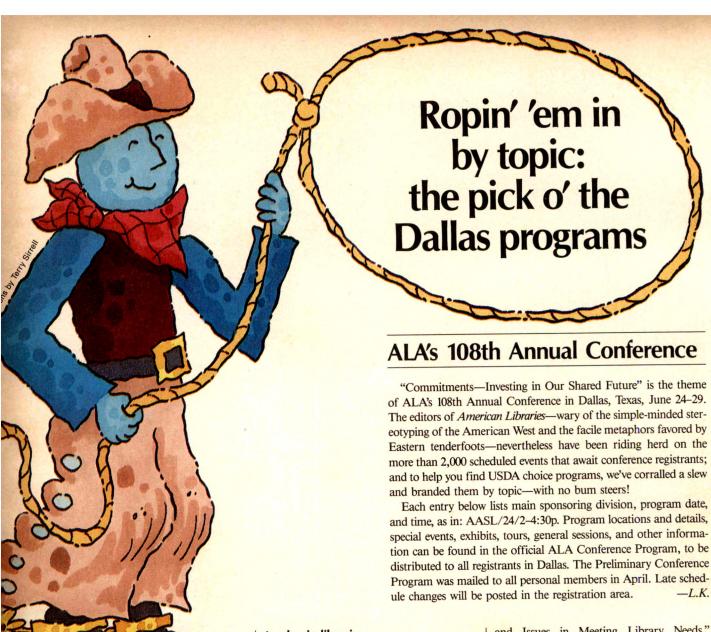


are 9 a.m.-9 p.m., seven days a week, May through August. The exhibit is in the Fair Park Automobile Building on the Esplanade across from the Centennial Building, three miles southeast of downtown Dallas.

Tickets can be purchased at the box office and at all Rainbow-Ticketmaster locations. All tickets are sold for a specific date and time, except for the last Tuesday of every month, which is Ramses Community Day. Advance purchases are strongly recommended. To charge tickets by phone with Visa or Mastercard, call 214-787-2000. The toll-free number outside Dallas, Tarrant, and Denton counties but within Texas is 800-992-8000 (9 a.m.-6 p.m. Monday-Saturday). Outside Texas call 800-HI-MUMMY. Tickets are \$8 for adults and \$5 for children ages 4–14.

There are two dining areas at the exhibit. The Cairo Express, set amid the Egyptian Gift Bazaar, serves Egyptian and continental selections in a fast-food format (\$4-\$6). Nefertari's offers an à-la-carte menu of Egyptian and continental cuisine and full bar service at lunch and dinner (\$7-\$12), open daily 11 a.m. to 9 p.m.

Access to both restaurants is free to visitors without purchasing a ticket to the exhibit. American Express, Visa, and Mastercard are accepted.



ALA orientation

School librarians "Celebrate Conference." General info and intro to AASL (sponsor)/24/8-9a.

Opening Session for Trustees. Lowdown on ALA and ALTA/24/8-9a.

Placement Center Orientation. Ground rules for jobseekers and employers. OLPR/24/9:30-11a.

"Introduction to Women's Groups in ALA." Meet reps from groups concerned with women's issues. ALA Committee on the Status of Women in Librarianship/24/11:30a.-12:30p.

All-Conference Orientation to ALA, Dallas, and JMRT (sponsor). Features the delightful Texas columnist Molly Ivins, plus ALA officers, and Pat Wand. /24/2-4p.

ALA President & Exec. Bd. host first-time conference-goers at a reception. /26/2-4p.

Academic libraries

"InfoStructure: Building the New Campus Information Infrastructure." ACRL/24/2-4p.

"Campus Relationships: The Challenge of Conflicting Expectations." ACRL/25/9:30a.-noon.

Automation

"Automation Product Review I and II." Brief presentations by selected vendors. LITA/24/9a-12:30p, and 26/8:30-11a.

"How to Keep Abreast of Library and Information Technology." LITA/25/9:30a-12:30p.

"Telecommunications Basics: Telecommunications Issues for Libraries." Panel discussion on concepts and issues. LITA/25/2-5:30p.

Bibliographic instruction

"Invisible Users/Visible Technology: BI Beyond the Library." ACRL/25/2-5:30p.

Book reviewing

"Too Many Books, Too Few Reviews: Trends

and Issues in Meeting Library Needs." RTSD/25/9:30a-12:30p.

CD-ROM

"Networking CD-ROMs: Myth and Reality." Featuring an industry rep, a consultant, and a panel of librarians. LAMA/24/9a-12:30p.

"CD-ROM, Networking, and Copyright." Speakers include representatives from IAC, Wilson, Bowker, and Silver Platter. LITA/24/2-4p.

"A Fine ROM-ance? Public Libraries and CD-ROM, 1989." Librarians describe their CD-ROM projects. PLA/26/2-5:30p.

Cataloging, catalogs

"OCLC Update Session." Sunrise seminar on CD cataloging system, the new EPIC online search tool, other topics. OCLC/25/7-9a.

"...the Only Cataloger in a Small Library." How to get professional feedback. PLA/25/

"Retrospective Conversion of Government Documents." Two projects. LITA/RTSD/25/2-4p.

ALA acronyms

AASL—American Association of School Librar-

ACRL—Association of College and Research Libraries

ALISE—Association for Library and Information Science Education

ALSC—Association for Library Service to Children

ALTA—American Library Trustee Association
APALA—Asian Pacific American Library Association

ASCLA—Association of Specialized and Cooperative Library Agencies

CALA—Chinese American Library Association COSLA—Chief Officers of State Library Agencies

EMIERT—Ethnic Materials Information Exchange Round Table

FIL-Feria Internacional del Libro

FOLUSA-Friends of Libraries USA

FTRF-Freedom to Read Foundation

GODORT—Government Documents Round Table

IFC-Intellectual Freedom Committee

IFRT-Intellectual Freedom Round Table

ILERT—Independent Librarians Exchange Round Table

JMRT-Junior Members Round Table

LAMA—Library Administration and Management Association

LITA—Library and Information Technology Association

MAGERT-Map and Geography Round Table

OLOS—Office for Library Outreach Service

OLPR—Office for Library Personnel Resources

PIO—Public Information Office

PLA—Public Library Association

RASD—Reference and Adult Services Division

REFORMA—National Association to Promote Library Services to the Spanish Speaking

RTSD—Resources and Technical Services Division

SCOLE—Standing Committee on Library Education

SRRT-Social Responsibilities Round Table

YASD—Young Adult Services Division

"The Future of Technical Services: New Roles for Acquisitions and Catalog Librarians." RTSD/ALISE/LITA/26/2-5:30p.

"...Applications of Expert Systems in Technical Services." Includes a look at systems in use. LITA/27/9:30a-12:30p.

Children's services

"Illustrators on Illustration." Jan Brett, Lois Ehlert, Thacher Hurd, Keiko Narahashi, and Ashley Wolff. ALA Booklist/23/8-10p.

"Latchkey Children—New Outreach Challenges to Public Libraries in the '90s." Exemplary library latchkey programs presented by four speakers. ALTA/ALSC/APALA/CALA/EMIERT/OLOS/24/9-11a.

"ALSC Connection." New division members and first-time attendees can build contacts for their professional future. ALSC/24/9:30–11a.

"Latchkey Children in the Public Library." Summary of joint committee findings. PLA/ALSC/24/2-4p.

"Celebrating Poetry." X.J. Kennedy keynotes; authors, anthologists, and librarians share views. ALSC/AASL/YASD/ALA-Children's Book Council Joint Committee/25/9:30a-12:30p.

"Newbery/Caldecott/Wilder Awards Banquet." Paul Fleischman & Stephen Gammel accept Newbery and Caldecott medals. Elizabeth George Speare accepts the Wilder Medal given every three years. Tickets available through noon, the 24th, at ALA registration desk. ALSC/25/6–11:30p.

"Just the Facts? Building, Using and Maintaining Vital Nonfiction Collections for Youth." Beverly Kobrin and panel address reviewing, writing, and researching nonfiction. ALSC/AASL/PLA/YASD/26/9:30a-12:30p.

"ALSC Notables Showcase." Highlights from '89 notables lists, including film and video. ALSC/26/2-5:30p.

Collection development

"Service Points, Service People: The Role of Public Service Librarians in Collection Management and Development." Organization models and current trends in dual/multiple assignments for public service librarians. RASD/25/2-4p.

Elderly

"Brave People Who Speak their Minds: The Elderly and their Values." Author Carol Bly humorously depicts and describes. ASCLA/26/9-11a.

Ethics

"Ethics in America: Challenges for the Public Librarian." Speaker Fred Friendly. PLA/24/9-11:30a.

"The Not-Quite-Saturday-Night-Live Players Present Master Peace Theater: The Ethics of Confidentiality." Explores conflicts librarians face when the FBI visits. ALA Professional Ethics Committee/25/2-4p.

Friends groups

"Nuts and Bolts of Friends Groups." FOLUSA/23/2-4p.

"Maintain Is the Name of the Game—How to Keep a Friends Group in Good Condition." FOLUSA/24/9-11a.

Funding & fiscal planning

"Cost Analysis: Methods & Realities," Basics, plus case studies of public and university libraries. LAMA/24/9-11a.

"Going After Capital Funds." Aimed at both public and academic libraries. LAMA/ALTA/PLA/24/2-4p.

"Fund Fare Exchange." Three-ring session on fundraising: fundraisers speak; consultants chat; materials exchanged. LAMA/26/9-11a.

"Funding Public Libraries: The Federal Role." Eileen Cooke, Gary Strong, Anne Matthews, Deborah Miller, Bernie Margolis. PLA/26/2-4p.

"Governance & Cost Formulas of Shared Systems." How consortia can split automation costs. LITA/27/9:30-11a.

Moseying day by day

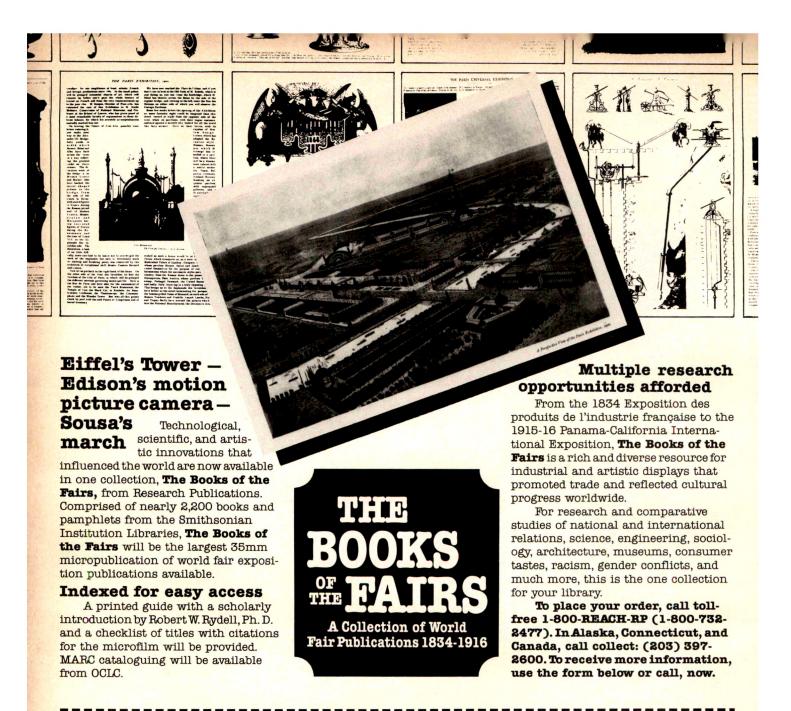
Confused by the size and complexity of Annual Conference? Overwhelmed by acronyms? By the sheer weight of the Conference Program? Ready to give up on a so-called professional opportunity?

Don't! Try these sessions, handpicked by an AL editor who only two years ago stood among the overwhelmed. It's a prepackaged "starter" schedule that will keep you busy, but won't make you think you've volunteered to run the Boston Marathon with a card catalog on your back. These selections offer a bit of everything Annual Conference offers—the opportunity to learn, exchange ideas, and have some fun. Just follow the lassoing library-symbol cowperson through these pages.

-TG

Why not start on **Friday, June 23**, with a tour of the Mesquite Rodeo? Buses leave from the Hyatt Regency Hotel, Tower entrance, 6:30p. Tickets are \$19/adult, \$15/children under 12...





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Conference picks

Homelessness

Mitch Snyder, director of Community for Creative Nonviolence and advocate for the homeless, speaks about poverty and homelessness. PLA/27/4:30–5:30p.

Intellectual freedom

"Freedom to View, Instinct to Censor: Video Programming in Libraries." Speakers include film critic Judith Crist and ALA Video Director Sally Mason. IFRT/divisional Intellectual Freedom Committees/24/2-4p.

International

"Library Opportunities and Experiences in

Keep up with Cognotes

Cognotes, the official conference newsletter, will get you to rescheduled meetings with notices of room and time changes, alert you to special events, and tell you what you need to know to get the most out of your conference experience. Cognotes will be issued five times during the Annual Conference by the Junior Members Round Table. Watch for it at the entrance to the exhibits, the official literature table, and in the ALA office area. Library Journal will also offer a daily conference news bulletin.

Travel Abroad." Speakers Ree Mobley and Kathleen Imhoff report on their experiences as participants in international staff exchange. PLA/24/2-4p.

"The South Africa Boycott: Developing Guidelines." Speakers David Easterbrook, Regina Minudri, Lorraine Haricomb. SRRT/25/9-11a.

International Relations Committee holds an open hearing on a proposed new international program for ALA. (See article in this issue, p.596 ff.) IRC/26/2-4p.

"The Challenge of Interdependence: Mexico and the United States." Presentation of bilateral report; Henry Cisneros among scheduled speakers. Check FIL Booth 683 for details. REFORMA, FIL/26/4p.

Journals

"Publish or Perish: The Future of Journal Collections in Libraries." Trends in publishing and the role of journals in scientific and scholarly communications. RTSD/RASD/24/2-4p.

"The Electronic Journal." Editing, production, processing. RTSD/25/2-4p.

Library education

"Improving the Quality of Continuing Library Education." An overview of the new continuing ed guidelines approved by ALA

Saturday "Ethics in America Column

"Ethics in America: Challenges for the Public Librarian." Speakers include Fred Friendly, television producer, and librarians Jean Phoenix Curtis, Emelie Shroder, Sarah Wohlschlag, Susan K. Schmidt. PLA/24/9–11:30a.

"Committed to the Future: JMRT All-Conference Orientation." Molly Ivins, witty and incisive columnist, speaks about Dallas and Texans. JMRT/24/2-4p....

Council. Standing Committee on Library Education/24/2-4p.

Leadership

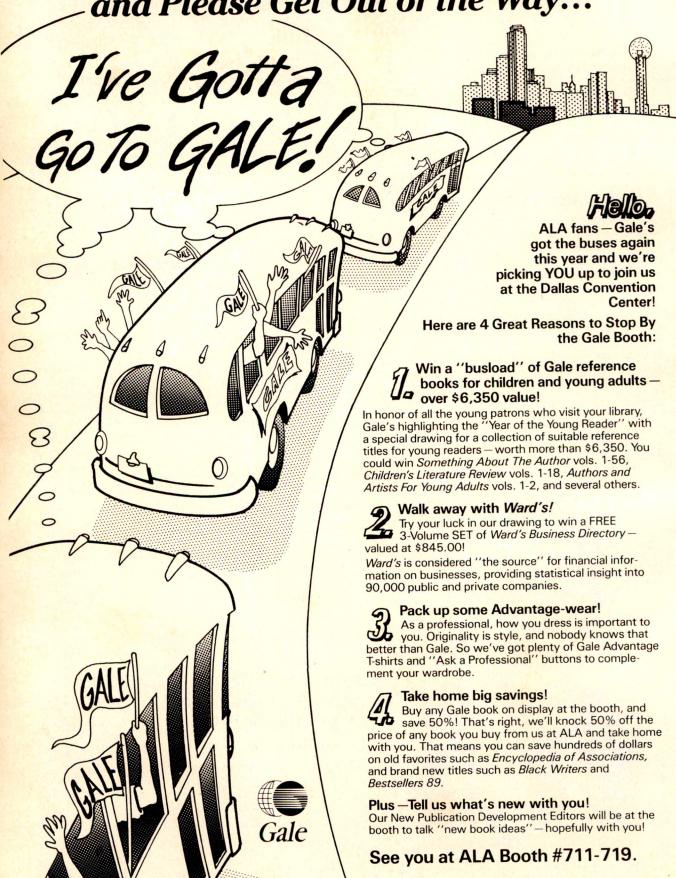
"Empowering the Professional: Alternative Visions of Leadership." How to build a power base, emphasizing gender-related issues and personal vision. AASL/24/2-4p.



The American Library Association is pleased to announce that Tom Wicker, editorial columnist for The New York Times, will present the keynote address at the Opening Session of the 108th ALA Annual Conference on Saturday, June 24, 1989, at 4:15 p.m. at the Dallas, Texas, Convention Center, in honor of the 20th anniversary of the Freedom to Read Foundation.

Mr. Wicker writes the "In The Nation" column for The Times and holds numerous honorary degrees and awards, including the University of Arizona's John Zenger award for freedom of the press. He is the author of eight novels and four non-fiction books. His articles have appeared in every leading magazine.







Sunday

"How to Keep abreast of Library and Information Technology." Speakers Becky Lenzini, Helen Henry, Susan Baerg Epstein, Ching-chih Chen. LITA/25/9:30a.—12:30p.

"The Not-Quite-Saturday-Night-Live Players Present Master Peace Theatre: The Ethics of Confidentiality." Role-plays to stimulate discussion. ALA/25/2-4p....

Legislation and lobbying

"Champagne Brunch for the Legislative Bunch." A legislative workshop followed by a keynote speech by humorist Lewis Grizzard. Tickets required. ALTA/24/11a-2p.

"Information Update." The latest news from Capitol Hill. ALA Legislation Committee/24/2-4p.

"Information Leadership: The Library's Role with State and Local Governments." Addressing libraries' role in the development of information policies. ASCLA/COSLA/GODORT/24/2-4p.

"The Washington Power Game—Then and Now." Recognizing the work of library leaders of the 1960s in developing LSCA. ASCLA/26/9-11a.

Liability

"Watch Out for Falling Rocks on the Yellow Brick Road." Panel discussion of 14 vulnerable areas and steps to prevent lawsuits. ALTA/25/2-4p.

"Are You Liable to Be Liable?" Speakers John Murray, Joseph Mika, Emmet Vaughn on legal risks in all types of libraries. LAMA/25/2-4p.

Literacy

"Critical Issues." Literacy and at-risk students, part of a "crackerbarrel"-style forum. AASL/25/9:30-11:30a.

Management

"Cost Analysis: Methods and Realities." Speakers Martin Cummings, Lynn Scott Cochrane, Thompson R. Cummins, Barton M. Clark. LAMA/24/9-11a. "What's Hot? What's Not? Using the Product Life Cycle to Know When to Add or Drop Library Service." Principles for making difficult library collection service choices. PLA/27/9-11a.

Minorities, special services

"Out of Sight, Out of Mind, Out of Print." Publishers' representatives and authors talk about how publishing affects black literature. ACRL/24/2-4p.

"American Indian Library Festival and Powwow." Intertribal ceremonies and dances. OLOS/24/8-11p.

"Making It Happen: Institutionalizing Your Successful Hispanic Library Program." Keynote speaker: Rose Apodaca, with panel discussion. RASD/REFORMA/EMIERT/25/9:30a-12:30p.

"Access to Library and Information Services: Issues and Strategies for Minorities." Keynote speaker Eddie M. Williams, public policy analyst. OLOS/26/9-11a.

"Libraries of Tomorrow: Challenges to Ethnic Diversity." Library adaptations to the new ethnic diversity in America. EMIERT/PLA/26/9-11a.

"Black Authors, Banned Books." Authors discuss the effect of censorship on their work. IFC/Association of American Publishers Freedom to Read Committee/Minority Concerns Committee/OLOS Advisory Committee/26/2-4p.

"Our Best-Kept Secret: Creating, Collecting and Preserving Gay and Lesbian Materials." SRRT/RTSD/26/2–5:30p.

"Latino and Native American Publishing in the United States: Implications for Libraries and Collection Development." Panel discussion. SRRT/REFORMA/27/9-11a.

"Ethnic Pluralism and Library Services: Whose Responsibility Is It to Educate Librarians?" Panel discussion on service to various ethnic and racial populations. REFORMA/27/9:30a-12:30p.

Networking, cooperation

"Evaluating Effective Cooperation...Multi-Type Library Systems and Networks." Studies from New York, Colorado, and Illinois show impact of evaluations. ASCLA/24/9–11a.

"Lay of the LAN." The technology, the alternatives, the decisions in local area networks. LITA/24/9:30a-12:30p.

"Networks for Cooperation in the Arts." For libraries serving the arts. ACRL/25/2-5p.

"Nationwide Initiative for Information Networks; EDUCOM & Network Advisory Committee Perspective." Kenneth King, EDUCOM; Henriette Avram, Library of



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Congress; Mary Ellen Jacobs, OCLC. LITA/ASCLA/26/9-11a.

Pay equity

"Pay Equity and the Market Wage Argument." Speaker Paula Englund, professor of sociology and political economy. ALA Committee on Pay Equity/26/9:30-11a.

Personnel

"Each One Reach One: Recruiting for Quality." Highlights of successes and tips on targeting specialized groups. OLPR/24/2-4p.

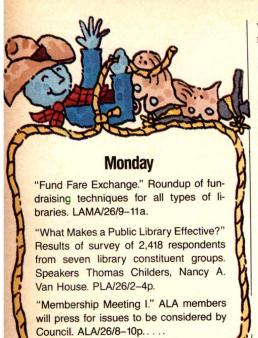
"A Job for Every Person: Creative Options for Employing Persons with Disabilities." Tips on customizing the workplace to accommodate physically challenged staff. ASCLA/25/2-4p.

"Dear Personnel Officer: Solutions to Your Most Pressing Personnel Problems." Panelists tackle staff issues submitted in advance by librarians professionwide. JMRT/25/2-4p.

"Health and Safety Issues in the Library Workplace." LAMA/25/2-4p.

"The Marketplace: Recruitment of Area Specialists." Case study examines problems filling Slavic studies post. ACRL/25/2-4p.

"Investing in Your Future: Career Development." Tips on self-marketing, networking,



and nontraditional career moves. JMRT/26/9:30a-12:30p.

"Parental Leave: Managing the Library without Mom or Dad." How to help staff juggle work and home while keeping the library running. LAMA/26/2-4p.

Preservation/conservation

"How to Plan, Research, and Write a Competitive Grant Proposal for a Preservation Project." Five knowledgeable panelists, including Patricia Battin, National Commission on Preservation & Access. RTSD/ACRL/24/2-4p.

"The Evolving Nationwide Preservation Program: A Progress Report." Topics include 1989 advances in alkaline paper, state programs, education and outreach, and NEH funding. ALA/Society of American Archivists/RTSD/25/9-11a.

"Preservation of Cartographic Materials." In-house and contracted projects. MAGERT/ 26/2-4p.

Public libraries

"Allie Beth Martin Award Brunch." Presentation of the \$3,000 award to Joyce G. Saricks of Downers Grove (Ill.) PL. Tickets required. PLA/24/noon-2p.

"A Hot Topic on the 'John Berry' Show: Community Information and Referral— Where Do We Go from Here?" Should I&R be in or out of reference? *Library Journal* editor John Berry referees a debate between library directors Judith Drescher and Hardy Franklin. PLA/25/9-11a.

"Doing It By the Numbers: The Public Library Data Service and Other Statistical Resources for Public Libraries." PLA/26/9-11a.

"What Makes a Public Library Effective?" Principal investigators of the *Public Library Effectiveness Study* present their findings. PLA/26/2-4p.

Public relations

"Marketing Your Service." Techniques and strategies. ILERT/25/9:30a-noon.

"Creating the Page: Design Basics Using Desktop Publishing." Speakers will demonstrate using various types of hardware and software. LITA/26/9-11a.

National Library Week 1990 campaign: "Reach for a Star. Ask a Librarian." Campaign materials preview and Kaycee Hale discussing SLA's strategic plan to address the image of the librarian. ALA/PIO/26/2-4p.

Reference

"Take the Question to the Answer: Cooperative Reference Service." Workshop on cooperative reference service using the Information Request Form. RASD/25/2-4p.

"Focus on Practical Research." Reference librarians talk about researching reference librarianship. RASD/26/9:30a-12:30p

"Commitment to Excellence: Reference Services and Sources at Work (Station)." A look at reference services in the automated workstation environment. RASD/26/2-5:30p.

School libraries

"Is Your Slip Showing? Ethical Practices in the Media Center." Topics include vendor relations, staffing, copyright, and challenges. AASL/24/9:30a-12:30p.

"Who Will Teach Them Tomorrow? Recruiting of Faculty for School Library Media Education Programs." AASL/25/9:30a-12:30p.

"How to Evaluate Your School Library Media Program Using *Information Power* Guidelines." Attendees review drafts of checklists for community and professional use. AASL/26/9-11a.

"Information Power II: Research for the Next Guidelines." Brainstorming session on research topics for the next decade. AASL/27/9:30–11a.

Staff development

"Improving the Quality of Continuing Library Education." Review of ALA-approved guidelines for CE. SCOLE/24/2-4p.

"Library Opportunities and Experience in Travel Abroad." Librarians report on their professional staff exchange experiences.

Special events

Exhibits official opening: Saturday, June 24, 9 a.m., Dallas Convention Center Exhibit Hall. Exhibit hours: Saturday, June 24, 9 a.m.-5 p.m.; Sunday-Monday-Tuesday, June 25–26–27, 9 a.m.-3 p.m.

Poster sessions I-VI: Discover research findings and innovative programs. Saturday–Sunday–Monday, June 24–25–26, 11 a.m.–12:30 p.m. and 1–2:30 p.m., Dallas Convention Center.

Opening general session: The Freedom to Read Foundation celebrates 20 years of leadership, and Federico Mayor, director general of UNESCO, highlights the organization's General Information program, Saturday, June 24, 4:15–5:45 p.m., Dallas Convention Center.

All-conference reception: Picnic with the Mesquite Symphony Orchestra, sponsored by World Book. Saturday, June 24, 6:15–8 p.m., Old City Park.

All-presidents' program: "Information Access—The Fifth Freedom," sponsored jointly by President F. William Summers and ALA division presidents. Speakers include: Nancy Kranich, director of public and administrative services, New York Univ. Libraries; Wayne Wiegand, associate professor, University of Wisconsin/Madison School of Library and Information Studies; and Toni Carbo Bearman, dean, University of Pittsburgh School of Library and Information Science.

Sunday, June 25, 2-5 p.m., Dallas Convention Center.

ALA Fun Run/Walk: Starts and finishes in the shadow of City Hall, across from the Dallas Public Library and the Convention Center, sponsored by Faxon. Sunday, June 25, 7:30 a.m.

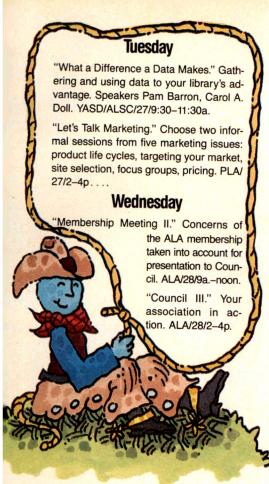
President's dance: Custom Made, Dallas's premier dance band, at the Infomart, 1950 Stemmons Freeway. Sponsored by Baker & Taylor, proceeds to ALA's Clift and Giles scholarships. Sunday, June 25, 9:30 p.m.–1:30

Cooperative library school alumni reunion: International Ballroom, Fairmont Hotel. Sunday, June 25, 5:30–7:30 p.m.

Open Executive Board/Council information meeting: Sunday, June 25, 9:30–11 a.m. Membership meetings: Monday, June 26, 8–10 p.m. and Wednesday, June 28, 9 a.m.-noon.

ALA Conference first-timers reception: At the invitation of President F. William Summers, first-time conference-goers are invited to meet the ALA Executive Board and one another at this special reception, Union Station, adjacent to the Hyatt Regency Hotel. Monday, June 26, 2–4 p.m.

ALA Inaugural Banquet: Reunion Ballroom, Hyatt Regency Hotel. Wednesday, June 28, 7:30 p.m.



Conference picks PLA/24/2-4p.

"Mentoring: Is It in Your Future?" How to encourage both mentor and mentoree in context of workplace politics. JMRT/25/9-11a.

"Sharing the Wealth: How to Transmogrify Your Daily Experience into Trainer/Speaker/ Workshop Provider/Consultant Experience." YASD/25/9a-12:30p.

Technical services

Reporting session on technical services at the Library of Congress, National Library of Medicine, and National Agricultural Library. RTSD/24/2-4p.

Technology

"Costs and New Technologies: Libraries, Networks, Utilities." RTSD/25/9a.-12:30p.

"High Tech Stuff in Low Tech Spaces: Finding Space in Small Libraries." Making room for new technology without renovation costs. LAMA/AASL/25/2-5:30p.

"OCLC and RLG: What Do We Want from Them?" The role of new technologies in the field of arts information. ACRL/26/9:30–11:30a.

Trustees

"Gala: Hoedown at Ranchland." Authentic Texas barbecue, hayrides, shootout, and more. Tickets required. ALTA/25/6:30–11:30p.

Young adults

"AIDS and Teenagers." Latest facts, resources, and strategies for improving teens' behavior in relation to AIDS. YASD/24/9:30–11:30a.

"Evaluating Commercial Databases." Intro. to such issues as CD-ROM vs. online and matching a service to library need. YASD/24/9:30a-12:30p.

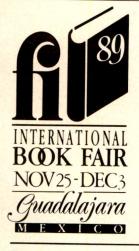
"Demystifying YASD's Best Books for Young Adults: How Do They Choose Those Titles?" YASD/24/2-4p.

"Kids Need Libraries: Making Youth and Youth Issues Important at White House Conference II." Learn strategies for getting involved in making youth library issues a priority at WHCLIS II. YASD/24/2-5:30p.

"Film Showcase." Excerpts from 1988 "Selected Films for Young Adults" screened and discussed. YASD/24/8-10p.

"The YA Connection: Best Books Favorites, 1985–1989." Sally Estes and Hazel Rochman lead discussion with former "Best Books for Young Adults" chairs. *Booklist*/25/2–4p.

"They Ain't Cute Anymore: Do You Really Want Teenagers in Your Library?" Do YAs have equal access—or do policies and priorities make that impossible? YASD/26/9:30–11:30a.



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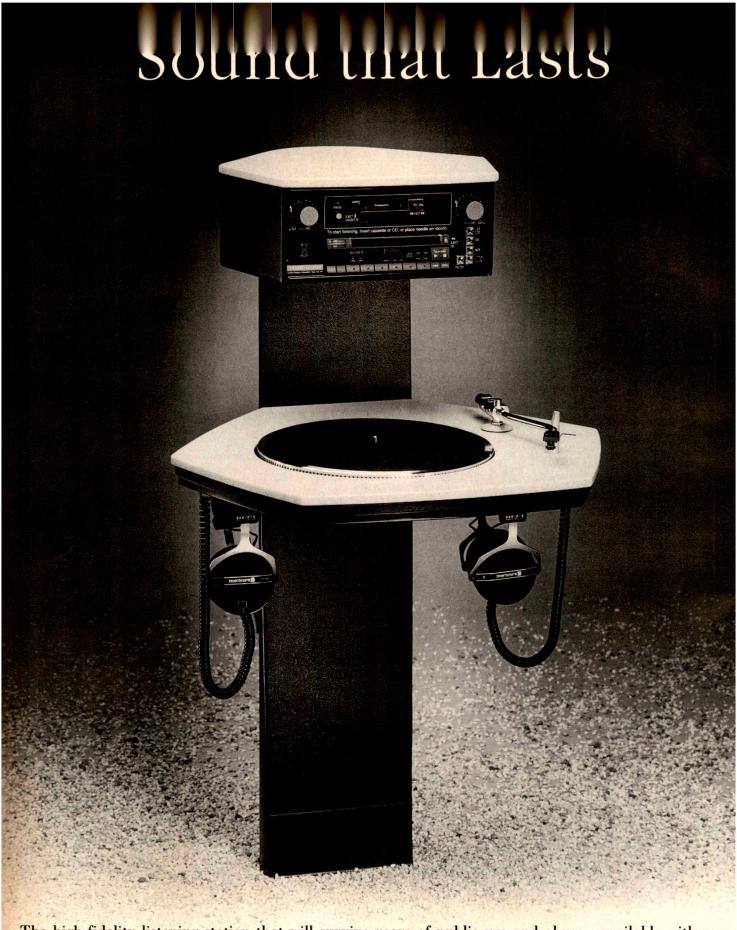
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1989 Annual Conference exhibitors locator

THE 1989 EXHIBITORS

All booth, table and ALA professional exhibits are located in the Dallas Convention Center. Booths are numbered from 100 to 1199D and tables are numbered from T1 through T-90.

The ALA Conference exhibits are unchallenged as the largest and most comprehensive library educational exhibition in the United States. AL presents the alphabetical guide for conference-goers to keep handy while wending their way through some 1000 booths and booktables operated by over 700 exhibitors, as of May 1.

ALA professional exhibit booths are numbered from 652 through 683. ALA Professional tables are numbered: T-3, 4, 17, 18, 23, 24 and 38.

Only one booth number is listed for each exhibitor. If the exhibitor has a number of booths, the lowest number is shown unless the exhibitor has booths in two separate locations.

Exhibit hours are:

Saturday, June 24 9 a.m.-4 p.m. Sunday, June 25 9 a.m.-5 p.m. Monday, June 26 9 a.m.-5 p.m. Tuesday, June 27 9 a.m.-3 p.m.

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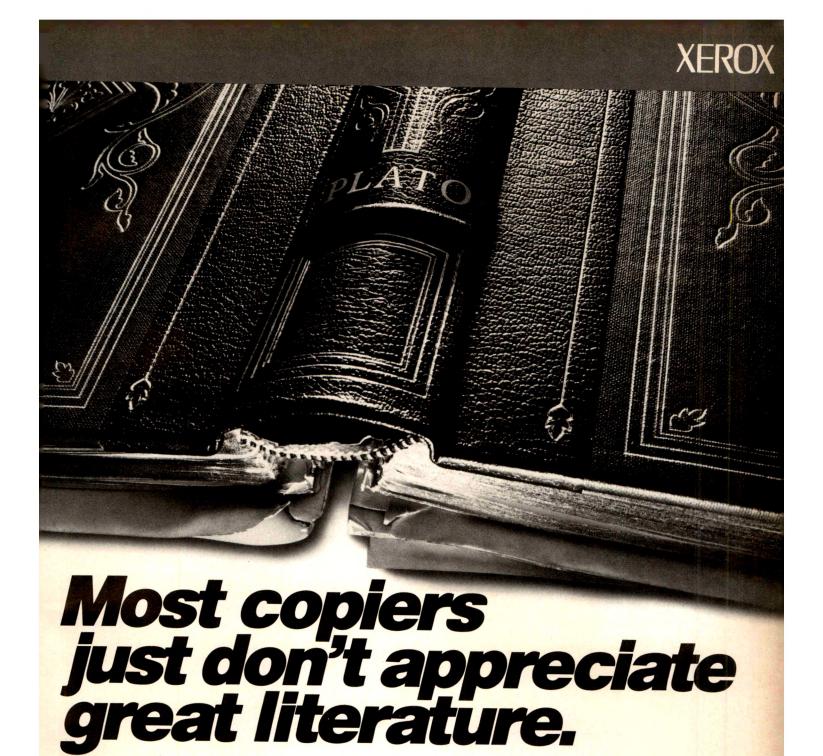
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PBS Video	763	St. Martin's Press 598D Salem Press, Inc. 485 Santillana Publishing Co. 921	T. F. H. Publications, Inc. 568 Tesco Products Co. 590	W Wadsworth Inc.— 301
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PBS Video Pelican Publishing Co. Pendragon Optical Media Ltd Pergamon Press, Inc.	763 1. 297 935	St. Martin's Press 598D Salem Press, Inc. 485 Santillana Publishing Co. 921 K. G. Saur 723/822 Scarecrow Press 253	T. F. H. Publications, Inc. 568 Tesco Products Co. 590 Texas A&M University Press 393 Texas Christian University 393 Press	Wadsworth, Inc. — 301 Corporate Marketing Walker & Company 1010
PBS Video Pelican Publishing Co. Pendragon Optical Media Ltd Pergamon Press, Inc. Perma Bound-Hertzberg New Method	763 1. 297 935	St. Martin's Press 598D Salem Press, Inc. 485 Santillana Publishing Co. 921 K. G. Saur 723/822 Scarecrow Press 253 Scholarly Book Center 770	T. F. H. Publications, Inc. 568 Tesco Products Co. 590 Texas A&M University Press 393 Texas Christian University 393 Press Texas Highways Magazine 1098B	Wadsworth, Inc. — 301 Corporate Marketing Walker & Company 1010 Warner Books 868
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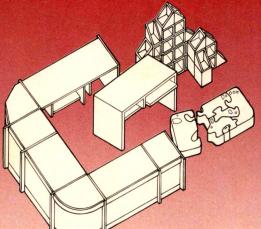
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ALA's "hubris" over Rushdie

IN RESPONSE TO GORDON FLAGG ("The Ayatollah's Lesson for Libraries," April, p. 277, and "Library Community Responds Quickly," p. 288 +) and, in particular, to Judy Krug of ALA's Office for Intellectual Freedom concerning the "Rushdie affair," I would like to add these comments.

I agree with Denver Public Library director Rick Ashton when he rightly laments the restricted access many librarians assign to *The Satanic Verses* under the guise of "precaution." This is no different from Waldenbooks' pitiable "under-the-counter" sales of this book.

Also, I question the "on order" excuse many libraries have used when they did not have even *one* copy already in their collections. *The Satanic Verses* was listed in Baker & Taylor's December "Booking Ahead" (it had a Fall '88 European publication) and Rushdie was an established author with a major literary award, the Booker Prize, under his belt (*The Satanic Verses* was a strong but losing contender for last year's prize). Admittedly our library's lone copy had as many as half a dozen curious readers on reserve for it for a while but at least we had a copy rather than

giving our patrons an indefinite "someday."

Most disturbing, although on a vastly smaller scale than the threat to Rushdie itself, is the hubris of the American Library Association and its OIF. While it may be politically expedient to turn this shocking political farce into a tribute to the librarians of America, I find it appallingly insensitive to do so. I am afraid for Rushdie and for myself. I would put my own life on the line for Salman Rushdie, but I do that for myself—my own windmill at which I choose to tilt—and for my own reasons, not to add another "feather in the cap" of ALA.

JOHN SIGWALD, ALA member, Unger Memorial Library, Plainview, Tex.

Ad not so bad

PERSONALLY, I HARDLY TOOK NOtice of the supposedly inflammatory OCLC ad in the February *American Libraries*. I had to look at it again to try to discover why Allen B. Veaner was so irate about it (April, p. 290+). I guess I'm just not as "sensitive" as he is. I remained as indifferent to the ad as before.

What I did get a little chapped about, though, was Veaner's attempt at simple censorship of *American Libraries*. What next, Al? Will you be trying to take all those copies of *Shooting Times, Guns and Ammo*, and *The American Rifleman* off the library periodical racks around the country?

Finally, then there's his imputation that

"gun carriers" are "crazed." As a sometime gun-carrier myself, I resent the stereotyping.

FRANK S. JUSZCZYK Silver City (N. Mex.) Public Library

Vexed vendor

THE LIBRARY AUTOMATION MARketplace is already sufficiently saturated with hype and unsubstantiated claim. Yet *American Libraries* (March, p. 258) sees fit to provide superficial, unresearched reporting on automation perpetuating the ability of vendors to hoodwink the profession with flashy songs and dances.

In the *AL* Midwinter report on exhibits, Thomas Gaughan "reviewed" the Unisys PALS system, pronouncing it "speedy" with "uncluttered" screen displays. "Unisys looks like a system worth considering," states your automation expert.

But what basis of comparison does Gaughan use for such endorsements? Did he run identical searches on the catalogs of PALS, DYNIX, CLSI, Data Research, and other established vendors? Has *AL* established benchmark procedures to measure PAC response times fairly from system to system?

What's more, Gaughan completely ignored the most fundamental issue in library automation today: adherence to standards. Could the system he viewed read, write, edit, and display full MARC bibliographic and authority records? Does Unisys participate in LITA, NISO, or any standards-development com-

Florence profile evokes memories

I READ ARTHUR GUNN'S ARTICLE about Virginia Proctor Powell Florence (February, p. 154–157) with more than passing interest. Indeed, I read it with a great deal of nostalgia, for it resurfaced many memories for me of my own experiences in Carnegie Library School and the city of Pittsburgh.

Until the Gunn article, the only thing I knew about Mrs. Florence was that she was the first Negro graduate of the Library School. I owe her a debt of gratitude, for she paved the way for my entrance as the second Negro (as we were called in the 1940s) student to be admitted to the library school, albeit 20 years later, when I enrolled in 1943.

Though some memories of that time are bittersweet, they did not, for the most part, involve the administration, but rather, the larger community itself: refusal to be served in restaurants, patrons insisting on talking to a "real librarian" (meaning a white colleague),

etc. My experiences have been documented by a chapter in E.J. Josey's book, *The Black Librarian in America* (Scarecrow, 1970).

At the time I was in library school, the late Ralph Munn served in the dual capacity of director of Carnegie Library of Pittsburgh and Carnegie Library School. To his credit, though he "regretted that I didn't look more a Negro than I did, so that there would be no question about my racial identity", he assured me that upon graduation, a full-time position awaited me in the Wylie Avenue Branch. To prepare the way for full acceptance, I worked 12 to 15 hours a week at Wylie Avenue Branch while I was a student in library school. I worked under the tutelage of the branch librarian, the late Eugenia Brunot. Every beginning librarian should be as lucky as I to have had the training and guidance of a woman in Pittsburgh who can only be likened to New York's 135th Street branch librarian, the famous Miss Ernestine Rose. My classmates, aware of my unique position, were protective and supportive of me. My colleagues became personal friends. Some of these friendships have lasted to this day, a full 45 years later.

My accolades of praise to Mrs. Florence, trailblazer and pioneer, to Arthur Gunn for his tenacity in pursuing and finding information about her and writing about it, to *American Libraries* for publishing it and bringing to the attention of the library community what some of us endured to become mainstreamers in the profession, and finally, to the University of Pittsburgh Graduate School of Library and Information Science for honoring her with a special award in 1981.

VIVIAN DAVIDSON HEWITT, ALA member, New York, N.Y. mittees? Has it committed to the ISO/OSI standards?

Further, if Gaughan feels that "the strength of (a) major player" is reason to consider a library automation vendor, we suggest he contact some librarians who bought systems from 3M or McDonnell-Douglas.

Given the huge level of personnel and monetary resources needed for successful automation—not to mention the rash of vendor and system failures occurring in the automaton marketplace—AL owes the profession a much higher level of reporting on automation issues. The magazine should commit the resources to ensure that its reporters have adequate familiarity with the subjects to which they are assigned. Printing uninformed puff pieces such as this one is an affront to the professionalism of the community AL serves.

JAMES J. MICHAEL, ALA member, Vice President/Market Development, Data Research Associates, Inc. St. Louis, Mo.

Thomas Gaughan responds:

My report made no pretense to being anything more than "one hurried reporter's impressions." I'm surprised that Mr. Michael so objects to a few positive words about a competitor. In fact, the reps didn't sing or dance. As for AL needing "higher level" coverage and automation expertise, we agree, and suggest readers petition ALA's Executive Board and COPES to add an automation expert to the AL staff.

Wholesome image can pay off

IN RESPONSE TO ALL THE RECENT letters concerning our image, I would like to add yet another. I agree wholeheartedly with Suzanne Stauffer's comment (March, p. 206) about the lack of credibility of women library directors. When will library boards and college administrations stop practicing discrimination and hire the best qualified person for the job? I have seen countless women overlooked because too many people felt only a man could do the job. Granted there are many fine men in our profession, but the majority of them hold administrative posts and rise to them faster than women.

Now on to the image issue. I have found that being a librarian has actually helped me in some cases. Since graduating from library school seven years ago, I have always rented housing. Upon informing a prospective landlord that I was a librarian, I was usually received with a warm smile and a willingness to negotiate a property lease. It didn't hurt either that I worked for the local college, a strong cornerstone of the community.

On another occasion I had joined a national singles network which has about 200 members. One day, out of the blue, a man telephoned me from Seattle and asked me to marry him. Totally in shock, I asked him who he was and why *me*? He answered that

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3:00-3:30	GPO CAT/PAC, the Monthly Catalog on CD-ROM using the enhanced government documents database: Joan Chapa (MARCIVE)

Sunday Exhibits open 9-5

10:00-10:30	Authorities processing: Jim Plaunt (MARCIVE)
1:00-1:30	Report on the GPO database cleanup:
	Richard Smith (MARCIVE) Smittle Bolner (LSLI)

Monday Exhibits open 9-5

11:00-11:30	Union catalogs on CD-ROM: Janifer Meldrum (MARCIVE)
1:00-1:30	Report on the GPO database cleanup (repeat of the Sunday meeting): Janifer Meldrum (MARCIVE). Smittie Bolner (LSU)

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Reader Forum

he was a member of the network and that I must be a wholesome person because I was a librarian. He had chosen me from the list because of my occupation, sight unseen. It turns out he had very fond childhood memories of his local library. We never met, but it was an interesting experience.

Let's stress the positive side of our image—the professional work that we do—and stop dwelling on the negative. I am proud to be a librarian (in sensible shoes) and my colleagues respect me for my knowledge and expertise. I have found that it is really a question of attitude. If you really believe in yourself and your profession, you never have to worry about your image. You do your best and the image takes care of itself.

MARY ELLEN ARMENTROUT, Otterbein College library, Westerville, Ohio

Pesky pay percentages

I READ WITH GREAT INTEREST the news story concerning minimum entrylevel pay (April, p. 284). I think, however, either the percent of pay increase or the current minimum pay is understated.

The existing recommended pay is \$22,000, while the new level is \$27,554. The article states this is a 20% increase. When I divided 27,554 by 22,000, my result was 1.2524 or a 25.24% increase.

The 20% figure quoted in the article is correct when used with the figures in the first full paragraph in the second column:

\$20,000 + 1,500	(state law minimum figur (MLS holder allowance)
\$21,500	
\$21,500	
×1.068	(inflation adjustment)
\$22,962	
\$22,962	
×1.20	(20% increase)
\$27,554	

I think either the percentage in the lead paragraph should have read 25.2% or the \$22,000 figure in the paragraph should have read \$22,962. In any case, it's not the end of the world. I just think we should be as accurate as possible.

GEORGE BARANOWSKI, ALA member, Albany, Calif.

A paraprofessional's plea

PLEASE SHARE THE FOLLOWING sentiments with your readers through the letters column. My concern relates to the way in which a segment of library support staff is referred to in the literature, verbally during formal presentations, and casually in conversation. Variously categorized by personnel classifiers as "library assistants," "library technical assistants," and "library specialists," mem-

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Honolulu 2570 S. Beretania St. Suite 207 Honolulu, Hawaii 96826 (808)973-1111 Is there truth? (And does advertising contain it?) Our new title *The Freedom to Lie* (\$15.95, June '89) is subtitled *A Debate* (which it isn't really) about *Democracy* (a word not in the U.S. Constitution, just incidentally), but it's more about definitions: Truth? Free speech? Responsibility? (And to whom?) As in this masterly IFRT of John Swan and the as-SRRT-ive Noel Peattie, we at **McFarland** wrestle with the hard to define.

Can you limn, for instance, Leadership—as in the Library/Information Profession (June '89)? It's defined at length by Rutgers symposiasts (including Wedgeworth, Euster and Mobley), in the latest of the Jana Varlejs series (\$11.95 each), this edited by Alice Gertzog.

Leaders in *Public Library Organization and Structure* (McFarland, \$35, T.D. Webb, March '89) confront a challenge in the conflicting trends of "professionalism" (individuality) and "formalism" (structure above all)—65 organizational charts and 121 sample job descriptions!

Today's leaders know that Discrimination Against Women makes leadership illegitimate; Eschel M. Rhoodie's Global Survey of the Economic, Educational, Social and Political Status of Women (600pp!, \$39.95, July '89) finds racial and religious bias rife, but unjust treatment of women even more widespread. Seeking to define and defy such discrimination is part of the Social Responsibility in Librarianship (McFarland, \$15.95, fall); Donnarae MacCann has edited these Essays on Equality, whose authors speak freely on feminism, bilingualism, the literacy movement, and minorities.

Which leads us back to free speech (speech you don't pay for!): McFarland's Free Magazines for Libraries' third edition (Adeline Mercer Smith and Diane Rovena Jones, \$19.95, June '89; 500 entries) is the leading tool ("the foremost authority," said Library Journal) for budget-strapped libraries, especially in schools.

Want to be a leader of the animal rights movement? You need Charles Magel's *Keyguide to Information Sources on Animal Rights* (\$39.95, June '89). With an annotated bibliography and a directory of 181 organizations, it's definitive.

And how about our future leaders? Start them off right in your Library with Programs for Children (\$15.95, summer); Taffy Jones' delightful, practical creativity will illuminate your Saturday, summer, or after-school efforts.

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Reader Forum

bers of this segment of support staff are often referred to collectively as "nonprofessionals."

I take exception to the use of this designator, though it may be technically correct. No one appreciates being referred to as "non" anything. There are more positive, less divisive terms, such as "paraprofessional," that can be used. "Nonprofessional," meaning "not a member of or trained in a specific profession" merely states what one is not. "Paraprofessional"—defined as "a person trained to assist a doctor, lawyer, teacher, or other professional, but not licensed to practice in the profession"—states in positive terms the important role this segment of support staff play.

During this era of shifting responsibilities, library support staff are participating fully in library affairs. We share common goals with librarians. An acknowledgement of the role and value of paraprofessionals to librarianship needs to be conveyed in order to foster a climate of unity.

PATRICIA A. ABALOS, University of California/Berkeley library

Hostile to Healy

I OBJECT TO FATHER TIMOTHY S. Healy's appointment as head of the New York Public Library (April, p. 279) for one reason: he's not a professional librarian. Why should a prestigious library, or any library, be run by an individual who has no library experience? I find ALA's lack of criticism, and its lack of leadership on this issue, disappointing.

The endless complaining of librarians being under paid and unappreciated will never change until the entire profession demands that only professionals occupy the professional positions. This applies to librarians in the smallest public libraries as well as the directors of the largest university and research libraries. The controversy of Father Healy's appointment should not be based on his religious background but on his lack of an MLS degree. If he doesn't need an MLS, why does any individual in the field need one?

STANLEY R. POLLAKOFF, ALA member, Lincoln Park, N.J.

Librarian/priest can't be impartial

THE APPOINTMENT OF TIMOTHY Healy, a Jesuit priest, to be the president of the New York Public Library is surely one of the more bizarre events of recent memory. That anyone who has taken a vow of obedience to an entire body of religious doctrine—of any creed—can impartially administer a secular institution is simply not credible.

I urge all librarians, individually and collectively, to register the strongest protest at this mockery of intellectual freedom.

PHYLLIS F. CALESE, New York, N.Y.

Is it time to rethink federal library legislation?

After 25 years of the Library Services and Construction Act, the profession should at least consider a new approach to funding

by Edward G. Holley

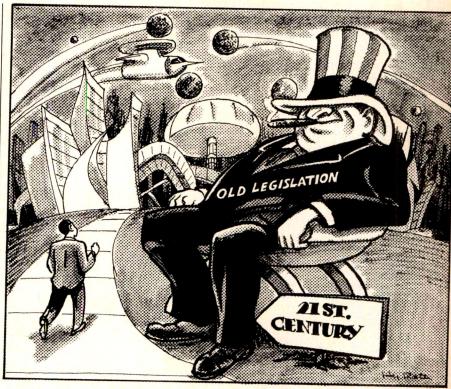
S IT TIME TO RETHINK FEDeral library legislation for the 1990s? My answer to that question is an unqualified "yes."

For almost four decades the American Library Association has enjoyed strong support in Congress for basic library operations in public libraries. That support includes funding for state library administration, inter-institutional cooperation, library buildings, and services to the disadvantaged. That last category, the disadvantaged, first concentrated on service to rural areas (those with a population under 10,000); in recent years, the emphasis moved to minorities and the underserved in our decaying cities. The growing list of priorities now includes a national concern for adult literacy, certainly a major consideration in any democracy where citizens, for good or ill, choose their own political leaders.

A strong case can be made for such support. Like other educational agencies, libraries are fundamental to our democratic principles. As Jefferson said, no republic can be ignorant and free. I have often argued that libraries of all types implement that Jeffersonian principle admirably.

But the problem is not whether libraries should serve the function of making information available to citizens. The question

Beginning July 1, Edward G. Holley will be a William Rand Kenan, Jr., Professor at the University of North Carolina/Chapel Hill. He is former dean of the university's School of Library Science and served as ALA president in 1974–75. In 1983, JAI Press published Holley's The Library Services and Construction Act: An Historical Overview from the Viewpoint of Major Participants.



"...does the old legislation really address 'an appropriate and needed federal role as we approach the 21st century'?"

involving federal legislation is *how* this is to be accomplished. During those heady days of President Johnson's Great Society programs, the federal government made a commitment to strengthening educational institutions, including libraries, through a massive infusion of federal funds. Most of those funds were spent wisely, certainly more wisely than those appropriated in many other areas. The original aims of the 1956 Library Services Act have long since been met except in very specific areas. Yet librarians still argue forcefully that contin-

uation of basic categorical support is essential.

Whether we recognize the new political reality or not, the federal commitment to support of educational and social programs has been shifting to the states, beginning under President Carter and continuing through his two successors.

That is a problem, of course. Most state legislatures this year face increasing pressures on funding. Many will either cut programs or increase taxes; most will probably do both. Taking their example from the

y Roth-

On My Mind

federal government, these legislatures will impose new taxes bearing the euphemism "revenue enhancements."

One can argue that this wealthy country would not have revenue problems if we had not essentially abandoned the progressive income tax. My personal view is that the Congress made a colossal mistake in going that route, but that should not obscure the reality: Congress did, and reversing that course of action seems unlikely in the near future. The net result will be less money for all programs at the national level.

Rethinking our priorities

So what do we do about federal library legislation? In my opinion, we need to rethink our priorities for federal library funding. Over a decade ago, the National Commission on Libraries and Information Science argued that the federal government should provide a larger percentage of revenue for public libraries. That idea never had very much appeal. At this point it is clear that funding levels in the "general" category have not increased significantly, except in those areas where a *specific* national need has been addressed, e.g., mi-

The response of the profession...has been quite predictable: condemn the new approach, keep what we have, and try to get more.

norities, the disadvantaged, literacy, technology. The same has been true of support for elementary and secondary schools and for higher education. In the case of academic libraries, the old Higher Education Act now emphasizes support for collections that serve a national purpose, such as Title II-C, the Strengthening Research Library Resources Program. The National Endowment for the Humanities has also received additional support for another national thrust, conservation and preservation.

Have we not reached the point where we need to rethink the Library Services and

Construction Act during its 25th year, as well as other programs at the federal level? If state libraries in the smaller states still need basic administrative support, might they not receive such support through a surcharge for inter- and intrastate cooperative activities (clearly a national priority) or on their service to special categories of citizens, such as the illiterate or disadvantaged? And might we not consider more carefully the federal role in the technological transfer of information, with its attendant high start-up costs, in order to provide more funds for developing better, more cost-effective citizen information delivery?

These are not questions that have easy answers. Most librarians want more money to continue traditional services, plus additional moneys for new services. My view is that they need these funds, but I do not see them coming without some new approaches and rethinking of what we are now doing at both the national and state levels.

In that context every library administrator should consider seriously the message delivered in the three-volume *Rethinking*

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On My Mind

the Library in the Information Age, recently published by the U.S. Department of Education (AL, Jan., p. 16). The subtitle provides a key: "Issues in Library Research: Proposals for the 1990s."

The report addresses four major questions:

- How do libraries fit into our "information society"?
- How must the library adapt to social and technological change in order to play a meaningful role in that society?
- Which of the traditional library roles must be preserved and which must be abandoned?
- How must the education and training of library professionals be restructured to create practitioners and researchers who can shape the future of librarianship?

Let us confess that the library profession has not considered research to be one of its high priorities. The original HEA Title II-B was a good device for producing doctorates and a poor device for producing research. One reason is that, unlike the National Science Foundation and other governmental agencies that fund research to meet national needs, USDE funding for research projects was generally for a single year. When the department did provide

longer-term funding, the projects were often poorly done. What is obviously needed are excellent research centers, longer-term support for both basic and applied research, and funding for projects that improve the quality of library/information service.

The Reagan/Bush proposal

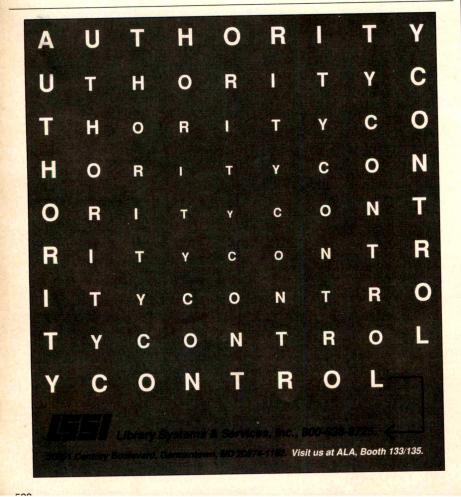
Recently the Reagan and Bush administrations have proposed a reordering of federal legislation through the "Library Services Improvement Act." This legislation emphasizes three programs that focus on national needs: 1) Services to Disadvantaged People, including literacy training, information and referral centers, and specialized clientele; 2) Resource Sharing, including development and expansion of library networks across state lines; and 3) Research and Assessment to support fieldinitiated research evaluation, and policy studies. Although it appears that LSIA will not be introduced in this session of Congress, the proposal nevertheless serves as a springboard for discussion.

Most of us would agree that the new proposal focuses on "three high-cost areas which are of urgent concern" to the library community and the country. Like most legislation, the act also needs some fine-tuning, especially in the amounts of money devoted to the various priorities. But here is an approach that not only is urgently needed but also addresses new challenges librarians will face for the remainder of this century.

The response of the profession to *Rethinking Federal Legislation* has been quite predictable: condemn the new approach, keep what we have, and try to get more. After all, LSCA and other federal legislation have been successful; why not continue it? One can surely appreciate the vested interests many librarians have in keeping the current programs intact.

But does the old legislation really address "an appropriate and needed federal role as we approach the 21st century"? In my opinion, the answer is "no." That answer may surprise a lot of my colleagues and friends, especially those who know my political persuasion. But as members of a profession committed to encouraging citizens to keep an open mind on major political and social issues, we librarians might take a dose of our own medicine.

"Rethinking Federal Legislation in the Information Age" is long overdue. Let me suggest that the USDE's recent report and the administration's proposed "Library Services Improvement Act" are appropriate places to begin.



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STAFF SPECIALIST III, #039645, #039647, & #039653; GR 17 (\$30,061-\$39,485). On July 1, sal. range will be \$31,264-\$41,065. Prof. position resp. for providing ldrshp. in plng., dvpg., & enhancement of pub. lib. & state netwk'g. svcs. in Md. Part of team to take dynamic role in furthering goals of state lib. dvpt. plan for a state noted in field of pub. libs. Min. qual.: ALA-MLS; 3 yrs.' varied lib. exp. in providing svc. to all ages & grps.; plng., program dvpt., project mgmt., data analysis, & in coop. relationships w/other libs. & orgs. Pub. lib. exp. pref. Appls. must be rec'd. by July 1. For appl. & position announcement, call 301-333-2038. Apply to: Md. State Dept. of Ed., 200 W. Baltimore St., Baltimore MD 21201. AA, EOE.

LATE JOB NOTICES CONTINUED ON PAGE 531.

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CIRCULATION ANALYSIS AND FORE-CASTING. Professional service provides detailed analysis and forecast, complete report, and presentation graphics of your library's circulation. Essential for budgeting, planning, and resource allocation. Marketing Data Research, 8103 104th St. S.W., Tacoma, WA 98498; 206-588-4149.

LIBRARY AUTOMATION, RECORDS MANAGEMENT, AND TRAINING CONSULTING. Assistance in systems analysis, needs assessment, database design, vocabulary control, software selection, and other aspects of library automation. Other services include records and file management, and design and delivery of training materials and programs. The staff have library degrees and extensive experience. Pacific Information Consulting, 4844 Escobedo Dr., Woodland Hills, CA 91364; 818-347-4357.

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FUNCTIONAL DESIGN AND MANAGEMENT CONSULTING. Specializing in building program writing and organizational development. 20 yrs.' experience working with boards, staff, and architects. Libraries 2,000 to 150,000 sq. ft. Noel Ryan (MLS, MBA), 5610 Montevideo Rd., Unit #53, Mississauga, Ont. L5N 2N9, Canada; 416-826-3782.

CONSULTING ASSISTANCE FOR SMALL AND MEDIUM LIBRARIES: all aspects of staffing (position descriptions, appraisals, training) and policy planning (selection statements, budget control, long-range plans). Global Research Services, 117 N. 15th St., #2102, Philadelphia, PA 19102; 215-568-1798.

LIBRARY AND OFFICE PLANNING CONSULTANTS. Specializing in furniture and interior design. Consulting services provided for long-range planning and public relations. Training programs in management, communications, and all aspects of the library building process also available. Carol Brown Associates, 5500 N. Braeswood #112, Houston, TX 77096; 713-721-2632.

CONSULTANT AND APPRAISER FOR RARE BOOK, HISTORICAL, SPECIAL COLLECTIONS & PRIVATE LIBRARIES; organization and management, selection and evaluation of materials, policies, and techniques. SYMPOSIA for librarians and Friends of libraries on appraising and collecting rare books. Life member ALA. BA, MA (history), and AMLS. James M. Babcock, Bookseller, POB 160, Dept. AL, Harsens Island, MI 48028; 313-748-9779.

APPRAISALS OF BOOKS, MANUSCRIPTS, MAPS, PRINTS, ARCHIVES. Collections or single pieces. 30 yrs.' experience with university, college, public, and special libraries and private collections. Nearly all subjects. Values for insurance, sale, or gifts. Will travel anywhere. References. Lee Ash, 166 Humiston Dr., Bethany, CT 06525; 203-393-2723.

WASHINGTON, D.C., LIBRARY RESEARCH. Richard E. Wolf & Associates, POB 968, Arlington, VA 22216; 703-276-0270.

PUBLIC RELATIONS CONSULTANT. Writer, editor, producer. Workshops and individual consulting on PR broadcasting, speeches, lobbying, fundraising, annual meetings, interpersonal communications. Paul Sanker, 38 Park Hill Dr., New Windsor, NY 12550; 914-562-0470.

LIBRARY BUILDING CONSULTING. 30 + yrs.' experience on 200 + jobs in 33 states. Hoyt Galvin & Associates, 2259 Vernon Dr., Charlotte, NC 28211-1898; 704-366-4335.



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LATE JOB NOTICES CONTINUED FROM PAGE 529.

REF. LN., BUSINESS (entry-level). Provide ref. assistance w/emphasis on business. Prepare bibliographies & guides. Assist in bibl. instruction & computerized & CD-ROM ref. services. ALA-MLS. Academic background in business, economics, or public admin. req'd. Preprof. lib. exp. & exp. w/online systems of bibliographic data retrieval desirable. Salary \$21,000; \$22,000 w/master's; 10.5 mos., faculty rank, competitive ben. Send letter of appl. & res. w/names & ph. nos. of 3 prof. ref. to: Roberta Pitts, Head of Personnel, Sterling C. Evans

Lib., Texas ASM Univ., College Station, TX 77843-5000; 409-845-8111. AA, EOE.

LIB. SALES/INFORMATION REPRESENTATIVE, Northeast & New England, Simon & Schuster. Visit public, acad., special libs. to present product lines, act as publisher-library information liaison, product research. Full-time, 50% overnight travel, sal. \$30,000, bonus, company car, all expenses, terrific ben. Unique position in growing dept. Please contact, ASAP: John Chambers, Simon & Schuster, One G & W Plaza, New York, NY 10023; 212-373-8615.

LATE JOB NOTICES CONTINUED ON PAGE 532.

LATE JOB NOTICES CONTINUED FROM PAGE 531.

ASST./ASSOC. PROF. OF LIB. SCIENCE, Dept. of Lib. Sci., Sam Houston State Univ. Tenure-track position to teach beginning- & adv.-level courses & conduct research in lib. & info. sci., esp. in the area of children's & YA Qual .: doctorate in lib. sci. degree pref. but will consider approp. doctorate in ed. degree w/master's in lib. sci. 3 yrs.' pub. school exp., prior univ. teaching, & a potential for research & publication. Salary \$27,000-\$37,000 dep. on qual. Starting date Aug. 29. To apply: 1) provide a curric. vita incl. a bibliography of research & publications; 2) state current & future research & teaching plans; & 3) provide at least 3 current ltrs. of ref. or request ref. to be mailed to the dept. The dept. will receive appls. until a suitable candidate is found. The above should be sent to: William H. Pichette, Chair, Dept. of Lib. Sci., Sam Houston State Univ., POB 2236, Huntsville, TX 77341; 409-294-1151. SHSU is an EO, AA institution.

REF. LN., Univ. of Miami Law Lib. Duties: Provides ref. services to students, faculty, attorneys, & others; LEXIS/WESTLAW instruction; database searching & collection development. Requirements: JD & ALA-MLS (substantial exp. may substitute); strong service orientation & abil. to communicate effectively w/individuals & groups. Computer background desirable. Salary min. \$25,000 negotiable, dep. on quals. & exp. To apply: Please send resume & names of 3 prof. ref. to: Univ. of Miami Law Lib., POB 248087, Coral Gables, FL 33124; Attn: Warren Rosmarin, Assoc. In. An equal-opportunity, affirmative-action employer.

LN., Tyler School of Art, Temple U. Libs. Supervises operations & support staff (2) of branch lib. serving Tyler School of Art. Performs ref. & info. services, collec. dvpt., database searching, & lib. instruc. Participates in formulation of systemwide policies & procedures through staff mtgs., cmtes., & task forces. Reports to head of Suburban Campus Libs. Qual.: ALA-MLS. Min. of 2 yrs.' prof. exp. in acad. public services req'd. Art bkgrd. (ed. &/or exp.) req'd., studio art pref. Familiarity w/BRS or Dialog desirable. Supvsy. exp. desirable. Demon. oral & written communication, & excellent interpersonal skills essen. Sal.: min. \$22,000, dep. on qual. & exp.--10-mo. appt. An add'l. mo. may be req'd. for added 10% of annual sal. Fringe ben. incl. health, dental, & life insurance; tuition remission; TIAA/CREF. Review will begin on July 12, & will continue until position is filled. Send ltr. addressing all qual. stated above, res., & names of 3 ref. to: Linda Cotilla, Search Cmte. Ch., c/o Admin. Svcs. Dept., Paley L. 017-00, Temple U., Philadelphia FA 19122. AA, EOE.

CHILDREN'S LN. I POSITIONS at Palm Beach Co. Pub. Lib. System. 2 entry-level positions available. 1) CHIL-DREN'S LN. position at rural branch w/active juvenile services. Resp. incl. children's & YA programming, readers' advisory, ref. collec. development, & some supervisory duties. 2) CHILDREN'S SERVICES LN. Innovative, energetic person to assist children's staff in 9 branches w/implementing lib. services for children & YAs. Incls. collec. development, programming, readers' advisory, ref., & outreach programs. ALA-accred. MLS. Demon. interest & knowl. of children's lit. & programming. Salary: \$21,139. PBCPL serves a growing pop. of 360,000+ in flourishing s.e. Fla. We are 215 serviceminded employees at the central lib., 9 branches, & outreach services. We have an annual circ. of 2.8 million & a fully automated circ. system. Deadline for appl.: June 30. To apply, send your resume & copy of MLS transcript to: Palm Beach County Persnl., POB 1989, West Palm Beach, FL 33402. All resumes must incl. Social Security No. An EO, AA employer, M/F/H/V/VP.

PROF. LN. The House Ear Institute seeks an exp'd. prof. In. to head the lib. & associated svcs. The institute lib. is a 2,300-vol. collection which also incls. approx. 200 prof. journals. It provides support to MDs, PhD re-

searchers, fellows, & prof./technical staff. Operational resp. incl. circ. & lending svcs.; lib. acqs. & processing; lib. maint.; mgmt. & budgeting; lit. & bibliography searches; & ref. & info. services. Salary from \$30,000 commensurate w/exp. & skills. Please send resume to, or contact: The House Ear Institute, Attn.: Brad Volkmer, 256 S. Lake St., Los Angeles, CA 90057; 213-483-4431.

REF./INTERLIB. LOAN LN. (RILL). Single-county coop. lib. system in high-growth area just south of Birmingham, Ala., is seeking a prof. ln. to supervise & coord. ref./interlib. loan services, provide back-up ref. service for member libs., conduct ref. wkshps., participate in systemwide collection development, & consult w/member libs. Reqs. MLS from an ALA-accred. lib. school & related exp. Working knowledge of personal computers pref. Salary: \$21,000 min. + ben. Appl. deadline: June 30. Send resume & 3 letters of ref. to: Nancy Sims Donahoo, Harrison Reg'l. Lib., POB 858, Columbiana, AL 35051.

TECHNICAL SERVICES LN. Single-co. coop. lib. system in high-growth area just south of Birmingham, Ala., is seeking a prof. ln. to supervise & coord. cataloging, acqs., etc., of an automating lib. system. Utilize Bibliofile for updating systemwide COM catalog & downloading records into CLSI circ. system. Reqs. MLS from an ALA-accred. lib. school & related exp. Working knowledge of AACR2, DDC, & automated systems is pref. Salary: \$21,000 min. + ben. Appl. deadline June 30. Send resume & 3 ltrs. of ref. to: Nancy Sims Donahoo, Harrison Reg'l. Lib., POB 858, Columbiana, AL 35051.

REF. LN. for a busy traditional lib. in a highly educated north suburban Chicago area. Appointee will work w/3 other professionals within the dept. to perform ref. assistance, readers' advisory, & collection development. Candidates must have general knowledge of a wide range of subjects, lit. for adults, & ref. tools & techniques. Familiarity w/principles of print mat'ls. selection & maint. is req'd. Qual. incl. an ALA-MLS, strong communication skills, & a commitment to public service. Salary range \$20,000-\$25,000. Send letter of appl. detailing quals. in above areas & resume by June 30 to: Juliann Janovicz, Head of Ref., Winnetka Pub. Lib. District, 768 Oak St., Winnetka, IL 60093.

TECHNICAL SERVICES LN. Long Island Lib., 55 minutes from New York City, seeks a dynamic committed professional. Your energy & enthusiasm will be directed at cataloging & classifying print & nonprint materials, book selection & collection development, bibliographies & readers' advisory services. Salary: \$23,055 + benefits incl. 22 vacation & 14 sick days; employer-paid health & retirement plans, & tuition reimbursement fund. If you hold an MLS & want to work in a busy lib. where ideas are encouraged, apply by June 30 w/resume & 3 ref. to: George Trepp, Long Beach Pub. Lib., 111 W. Park Ave., Long Beach, NY 11561.

JUNIOR LN. Exciting career opportunity. Branch work, ref., adult & children's services. ALA-accred. MLS req'd. Salary: \$22,000. Please send resume & 2 letters of ref. to: Lib. Director, Paterson Pub. Lib., 250 Broadway, Paterson, NJ 07501.

REF. LN. Temure-track position w/acad. status. General ref. duties. Online searching, formal bibliographic instruction, collection management, & some technical services activities. Supervisory resp., dep. on interest & qual. All employees in lib. are valued for their ideas, & each has a strong commitment to make a difference in the lib. & in the intellectual lives of the students. Qual.: ALA-MLS; one yr.'s public service exp., knowledge & interest in technical services desired; supervisory exp. desired. Minimum sal. \$21,500 dep. on qual. Appls. rec'd. before July 20 receive preference. Send letter of appl., resume, & names & adds. of at least 3 ref. (incl. one supvervisee) to: Julian Green, Dean of Lib. Svcs., Univ. of South Carolina/Spartanburg, 800 Univ. Way., Spartanburg, SC 29303. EOE, AAE.

LN. II, HEAD OF INFO. SERVICES. ALA-accred. MLS. Demonstrated ability to effectively direct an info. unit. 2 yrs.' prof. exp. min. Looking for skills in supervision, collec. development, readers' advisory, bibl. tools, & public service. Victoria is centrally located near the Gulf Coast, 2-3 hrs.' driving distance from 4 metropolitan areas. We serve a county pop. of approx. 75,000. Available immediately until filled. Salary: min. \$1,794 monthly. Will interview at ALA Dallas. Please arrange interview in advance by contacting: James Stewart or Antonio Martinez, Victoria Pub. Lib., 302 N. Main, Victoria, TX 77901-6592; 512-572-2704.

CHILDREN'S/YOUNG ADULT LN. needed in Southside Virginia to continue a strong, well-developed program of children's services in a new hdqtrs. bldg. serving a pop. of 19,000 in the city of Martinsville & 95,000 in the reg'l. system. Duties incl. creatively programming weekly activities, readers' advisory, collection development, working w/community groups. Should be able to work well w/staff & public; be competent, reliable, flexible, & demonstrate common sense; have a sense of humor & be computer literate. Regs. ALA-accred. MLS. Lib. exp. desirable. Sal. \$20,600 + \$500 relocation allowance. Appls. will be accepted until position is filled. Contact: Betty M. Wooldridge, Dir., Blue Ridge Reg'l. Lib., 310 E. Church St., Martinsville VA 24112; 703-632-7125. EOE.

ASST. HEAD LN. position available at Savannah Col. of Art & Design—a rapidly growing art/design/architecture col. w/BFA & MFA programs. High—energy lib. environment needs asst. ln. to direct ref. services, w/shared resp. in areas of circ., systems, & collec. development. Reqs. MLS, strong organization skills, art or architecture bkgrd. desired. Min. starting sal. \$20,000. Position will remain open until filled w/appropriate candidate. Send ltr. of appl. & res. to: Deborah Johnson, Head Ln., Savannah Col. of Art & Design, POB 3146, Savannah GA 31402.

SLIDE LN. position available at the Savannah College of Art & Design—a rapidly growing art/design/architecture college w/BFA & MFA programs. This new position involves operation & management of a teaching resource slide collection w/primary emphasis on collection development. Other duties incl. circ., cataloging, acqs., photography, & supervision of work study staff. Reqs. MIS w/art history background or an MA in art history w/slide lib. exp. Knowl. of automated systems & video disc appls. desired. Min. starting salary \$18,000. Position will remain open until an appropriate candidate is found. Send letter of appl. & resume to: Deborah Johnson, Head In., Savannah College of Art & Design, POB 3146, Savannah, GA 31402.

TECH. SERVICES LN., St. Paul's College. A 12-mo., non-renewable, faculty position for duration of the Bishop Project. Primarily resp. for processing collec. & incorporating it into the St. Paul's College collec. Req'd.: ALA-accred. MLS, exp. in tech. services incl. AACR2, LC class., working knowl. of & exp. w/dvpt. of online catalog system, exp. w/retrospective conversion, & excellent communicative skills. Salary range: \$17,000-\$22,000. Send letter of appl., resume, & names & adds. of 3 ref. to: Personnel Office, St. Paul's College, 406 Windsor Ave., Lawrenceville, VA 23868; 804-848-3111 x234. St. Paul's College is an affirmative-action, equal-opportunity employer. Interviews available at ALA Dallas.

HEAD OF SERIALS DEPT., U. of Chicago L. Provide creative & innovative approaches to ldrshp. Dept. processes & binds over 48,000 current serial titles. Resp. for admin. & mgmt. of serials dept.—orders, fiscal, recording, cataloging, & binding sections. Resp. incl: establish & implement short— & long-term goals; propose & substantiate budget reqs.; organize & allocate resources; staff development; designs & maintains info. & stats. describing work & production of dept. Qual.: ALA-MLS req'd. Knowl. of formats, standards, & practices of serials cataloging & control; knowl. of automation of bibl. control of serials; & working knowl. of 2 West European langs. req'd. Increasingly resp. exp. in serials & tech. svcs.

positions; effec. communication abil. both oral & written, demon. supvsy. success. Sal./ben.: Hiring range min. \$32,500. Appt. sal.: determined by qual. & exp. Excellent ben. Appl. ltr. should incl. curric. vitae & names/adds./ph. nos. of 3 ref. Appl. rec'd. by July 1 assured consid. Please submit appl. to: Persnl. Off., U. of Chicago L., 1100 E. 57th St., Chicago, IL 60637.

REF./DOCUMENTS LN., U. of Texas at San Antonio. Duties: Provide general ref. assistance 20 h.p.w.; serve as ref. specialist & general bibliographer for gov't. documents; perform computer searches; provide bibliographic instruction. Qual.: ALA-accred. MLS. Acad. background in business or in one of the social or policy sciences desirable. Acad. ref. exp. & gov't. documents work exp. or coursework highly desirable. Candidates should have a strong service orientation & enjoy working w/students & faculty. Salary set at \$21,000 for 12 mos. Liberal ben. No state income tax. Appls. rec'd. by July 15 will receive priority. Send letter of appl. & resume w/ref. to: Margaret Joseph, U. of Texas at San Antonio Lib., San Antonio, TX 78285. UTSA is an EEOC/AA employer.

REF. LN. Immediate opening. Assist in providing ref./info. services to general public & to 15 pub. libs. in the Pottsville District. Duties incl. general ref. service, interlib. ref. service, online database searching, & related ref. activities. Qual.: ALA-accred. MLS or PA pub. lib. prof. cert., strong interpersonal & communication skills. Annual salary \$18,000 & good fringe benefits. Send letter of appl., resume, & 3 prof. ref. to: Nancy J. Smink, Director, Pottsville Free Pub. Lib., Third & West Market Sts., Pottsville, PA 17901.

REF. LN., SCIENCE & TECHNOLOGY (entry-level, search extended). Provide ref. assistance, w/emphasis on sciences, from centralized collection. Prepare bibliographies & guides. Assist w/bibliographic instruction, computerized & CD-ROM ref. services. ALA-MLS. Acad. background in sciences req'd., pref. in agriculture or life sciences. Preprof. lib. exp. & exp. w/online systems of bibliographic data retrieval desirable. Salary: \$21,000-\$22,000 w/additional master's; 10.5 mos., faculty rank, competitive ben. Send letter of appl. & res. w/ names & ph. nos. of 3 prof. ref. to: Roberta Pitts, Head, Personnel, Sterling C. Evans Lib., Texas A&M Univ., College Station, TX 77843-5000; 402-845-8111. AA, EOE.

PERIODICALS LN. (Instructor/Asst. Prof.). Manages operations associated w/maint. & development of the periodical, newspaper, microfilm, & microfiche collections & w/audiovisual resources. Collaborates w/media services specialists in the selection of AV mat'ls. & in the promotion of their active use by the college community. Reqs. master's in lib./info. sci. & a min. of 2 yrs. exp. in an acad. lib. in a public svcs. or tech. services position, preferably in a community or junior college. Also reqs. knowledge of periodical collection selection & strong supervisory & organizational skills. Exp. w/automated periodical systems desired. Avail. Aug 21. Min. sal. for this 9.5-mo., tenure-track position is \$20,250. Submit ltr. of appl., res., & unofficial transcripts to: Personnel Office, Harrisburg Area Community College, 1300 N. Cameron St., Harrisburg, PA 17110-5778.

LIB. DIRECTOR, Morgantown Pub. Lib. Main lib. & 3 branches serve a pop. of 75,000. Director manages budget, staff of 34, & carries out planning & PR activ. Main lib. is located in a univ. community; has a collection of 113,000 vols. w/an excellent AV collection. Funds have been appropriated for bldg. expansion & automation initiatives are now in the planning stage. Beginning salary range, \$37,000-\$41,000. Good benefits. Reqs. ALA-MIS, 5 yrs.' relevant lib. exp., incl. at least 2 yrs. as an administrator w/proven budgeting, personnel, automation, & capital improvements skills. Send res. & ltr. of appl. by July 14 to: Search Cmte., Morgantown Pub. Lib., 373 Spruce St., Morgantown, WV 26505.

LATE JOB NOTICES CONTINUED ON PAGE 534.

LATE JOB NOTICES CONTINUED FROM PAGE 533.

ADULT SERVICES SPECIALIST for busy (& beautiful!) suburban lib. loved by its patrons. Planning, direct ref. service, project mgmt., collection maint., & supervisory resp. Requirements: ALA-MLS, successful supvsy. exp., pub. lib. background, high degree of service orientation. Salary range: \$17,430-\$28,808. Resume, ltr., & ref. to: Cynthia Klinck, Dir., Washington Township Pub. Lib., 6060 Far Hills Ave., Dayton, OH 45459.

BRANCH MANAGER. Jefferson County Pub. Lib. is seeking a service-oriented manager for its newest branch, a 25,000-sq.-ft. facility which will open in November 1990 w/a staff of 22. Jefferson Co. Pub. Lib. is an expanding, highly automated system of 9 branches nicely situated adjacent to Denver toward the mountains. Branch managers hire, evaluate, & supervise staff; develop collections; & participate in planning for entire lib. system. Qual.: MLS w/5 yrs.' related prof. lib. exp. Interest in performing arts helpful. Starting salary: \$28,788 w/excellent fringe benefits. Appl. deadline: Aug. 1. County appl. form & a list of refs. must accompany resume. Apply to: Jefferson County Personnel Dept., 1801 19th St., Golden, CO 80401; 303-277-8676.

MEAD, INFO. ACQ. DEPT. (search extended). Resp. for plng. & supervising the acq. of monographs & serials in all formats. Manages dept.; establishes new policies; coords. quality standards for dept'l. routines; reviews & assigns resp. & workflow; facilitates communication among libs., vendors, & other info. providers. Reports to asst. dir. for tech. svcs. Staff consists of 3 prof., 6 support staff, & students. Requirements: ALA-accred. MLS.

5 yrs.' increasingly resp. exp. in an acad. research lib. w/at least 3 yrs. in acqs., serials, or preferably a combination of both. Demonstrated knowl. of serials industry, book trade, & emerging info. technologies; substantial managerial/supervisory exp.; exp. w/local online lib. system. Salary: Minimum \$30,000. Deadline: by July 7. Send resume & names of 3 current ref. to: Karen K. Griffith, Personnel Ln., Case Western Reserve Univ., 11161 East Blvd., Cleveland, OH 44106. Preliminary interviews may be conducted at ALA. EOE, AA.

LN. I. Ref. position w/opportunities for advancement & growth in extremely busy urban pub. lib; generalist pub. services position w/selec. resp. in social scis.; assists bus. In. w/collec. & services; extensive online database searching. Be part of a dynamic team where innovative things happen. Sal.: \$21,816-\$28,625; excellent ben. ALA-accred. master's degree req'd. Send res. & 3 ref. by July 28 to: LaWanda Roudebush, Human Resources Coord., Davenport PL, 321 Main St., Davenport, IA 52801. AA, EOE.

DIRECTOR OF INFO. SERVICES & UNIV. LN. Griffith U., Brisbane, Australia, wishes to appoint a director of info. services & univ. ln. who will be exec. officer of the division which provides lib., info., & computing services. Appointee reports directly to vice chancellor, & will be expected to take ldrshp. role in providing services incl. the appl. of computer technologies. Full prof. quals. in lnshp. are req'd. Remuneration package will be about A\$85,000. Univ. will assist w/relocation costs. Appt. for an initial 5-year term. Both women & men encouraged to submit appls. by Fri., June 16, to: Secretary, Senior Selection Cmte., Griffith U., Nathan, Queensland 4111, Australia, from whom further info. may be obtained. Fax: 011-61-7-277-3759.

LEADS INFORMATION

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) Late job notices are accepted by phone only, as space permits, beginning on the 10th.

GRAPEVINE weekly online job alert: All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in III. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901. Electronic Mail: Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (NOTE: AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or Requests for Proposals (Please state department and format desired):

Line-by-line: \$6/line; 25% off for ALA organizational members (\$4.50/line).

Display: Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

Late Job Notices: \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

 Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

CAREER OPPORTUNITIES

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; Ariz., 602-278-1327, see also Mountain Plains; ACRL, 312-944-6795; Br. Columbia, 604-430-6411; Calif., 916-443-1222 or 818-797-4602; CMLEA, 415-697-8832; (Calif.) San Andreas-S.F. Bay/SLA, 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; S. Calif./SLA, 818-795-2145; Canadian Assn. of Special Libs. & Info. Svcs./ Ottawa Chap., 613-237-3688; Colo., 303-866-6741, see also Mountain Plains; Conn., 203-645-8090; (D.C.) Metro. Wash., 202-223-2272; Del., 302-736-4748 (in Del. only, 800-282-8696); Drexel Univ., 215-895-1672; Fla., 904-488-5232; III., 312-828-0930; Ind., 317-926-6561; Institutional Libs., S. Carlson, R.I. Dept. of State Lib. Svcs., 300 Richmond St., Providence 02903; la., C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; Kans., see Mountain Plains; Md., 301-685-5760; Mich., 517-694-7440; Midwest, 317-926-8770; Mo., 314-442-6590; Mont., see Mountain Plains; Mountain Plains, 605-677-5757; Nebr., 402-471-2045, see also Mountain Plains; New Eng., 617-738-3148; Nev., see

Order next month's LEADS Express.

When the race goes to the swiftest, why not get a headstart toward the finish? You can do it with the LEADS Express, the advance job listings from American Libraries' LEADS.

The Express is a quick paste-up of uncorrected classified galleys scheduled for the coming month's issue. Mailed first-class to arrive up to four weeks early, it contains all the "official" LEADS positions-open listings and even some Late Job Notices.

An early look at some 100 job listings a month can give you more time to consider each and still make the application deadline.

STILL ONLY \$1 PER ISSUE (less than a penny per listing!)

Ordering the Express is simple: just send a \$1 check or money order (made out to AL Express), along with a self-addressed, stamped (with 39 cents postage), legal-size envelope to:

Beverly Goldberg, AL Express 50 E. Huron St., Chicago, IL 60611

(Special arrangements are available for library schools and individuals located outside the continental United States. Write for details.)

Mountain Plains; N.J., 609-695-2121; N.Y., 212-227-8483; N.Y. Chap./SLA, 212-214-4226; N.C., 919-733-6410; N.D., see Mountain Plains; Okla., 405-521-4202; Ore., 503-585-2232; PNLA, 206-543-2890; Pa., 717-234-4646; PLA, 312-664-5627; R.I., P. Stoddard, Univ. of R.I. Lib., Kingston 02881; Rural Libs., M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; S.C., Univ. of, 803-777-8443; S.D., see Mountain Plains; SLA, 202-234-3632; Tex., 512-463-5470; Utah, see Mountain Plains; Vet. Admin. Lib. Network, 202-233-2820; Va., 703-370-7267; W. Va., call Pa. Coop. Job Hotline; Wyo., see Mountain Plains

POSITIONS WANTED

PERSONABLE, UNPRETENTIOUS SOUTH-ERNER SEEKS WORK IN U.S. HISTORY, GENEALOGY, ARCHIVES, ETC., preferably in Southeast. ALA-MLS (1986). Varied experience: public service, indexing-abstracting, research, genealogy, acquisitions. Computer literate. Civil War a specialty. Library and nonlibrary settings considered. Available in September. Walter W. Mitchell, POB 685, Salisbury, NC 28145.

LIBRARIAN SEEKS POSITION IN S.C., N.C., GA., OR TENN. Have MLS, 3 yrs.' experience in academic libraries including supervisory experience, and experience in both reference and technical services. Prefer academic library. Reply to: Vicki Leonard, 2721 Old Hwy. 14 S., Greer, SC 29650; 803-877-5883.

ALA-MLS ('88), AM LINGUISTICS, Asian, seeks entry-level position in cataloging, reference, or online information retrieval. Exp. w/NOTIS, OCLC/MARC, Dialog; knowledge of LC, Dewey, AACR2, LCSH; IBM PC, MS-DOS; fluent Bengali, Hindi, some Chinese; university teaching exp. in India. Wen Dasgupta (Ms.), POB 291360, Tampa, FL 33687.

PERSONNEL/ADMINISTRATIVE SERVICES LIBRARIAN. Recent MBA graduate, HRM and MIS concentrations. Broad experience in academic libraries, microcomputers, and systems implementation. Will relocate. S. Wilder, 915 W. Oakdale, Chicago, IL 60657-5045.

SERIALS POSITION IN MEDICAL OR ACADEMIC LIBRARY wanted by ALA-MLS with over 15 yrs. experience. Knowledge of all aspects of serials management including collection development and automated systems. Willing to relocate. Reply to: B-994-W, c/o LEADS Editor, American Libraries.

SEEKING SOUTHEAST FLA. (SOUTH OF PALM BEACH) PUBLIC OR ACADEMIC POSITION. Adult reference or technical services. 5 yrs.' combined experience in: adult business reference, online searching (Dialog, VUTEXT, Dow Jones, Geac, and OCLC), serials, and ILL (also repair microfilm machines). Collection development and LC cataloging. Available July or August 1989. Reply to: Box B-996-W, c/o LEADS Editor, American Libraries.

SCIENCE LIBRARIAN. ALA-MLS, 9+ yrs.' experience, BS (Biology, Chemistry), exp. in academic, health science, and public libraries, including both public and technical services and administration. Experience with microcomputers. Will relocate—prefer Western region. Available July. M. Khan, c/o Rasheeda Moinuddin, 6304 Cory St., Simi Valley, CA 93063.

MULTILINGUAL LIBRARIAN SEEKS MID-WEST POSITION. ALA-MLS & MA-Spanish; also know Catalan/Danish/Norwegian; Swedish. Computer literate; varied experience, most recently in small library administration. Library & nonlibrary settings considered. Catherine A. McClarey, POB 9, Dwight, IL 60420. POSITION WANTED: SCIENCE/BIOMEDI-CAL LIBRARIAN with 6 yrs.' special library experience and undergraduate science degree (biology/chemistry) seeks position in Salt Lake City, Magna, Ogden, Provo, Utah areas. Also available as freelance librarian for longand short-term assignments. Call 818-796-4060 or 801-466-3667.

EXPERIENCED LIBRARIAN DESIRES PUBLIC SERVICE POSITION IN PA. OR ADJOINING STATE. Prefer college or research position with minimum computer contact. Will consider public library position. ALA-MLS (1983). BS in education. Reply to: Box B-998-W, c/o LEADS Editor, American Libraries.

POSITIONS OPEN

Open Recruitment

Interested in challenging work, new opportunities? Looking for affordable housing near work, cultural opportunities in a great outdoor recreation area? Skiing, boating, hiking, mountains, and deserts all in your own backward?

Utah's public, school, and academic libraries are looking for you! For more information, visit the Utah Library Table at the ALA Placement Center in Dallas, or contact:

Brenda Hancock
Salt Lake County Library System
2197 E. 7000 S.
Salt Lake City, UT 84121
801-943-4636

Equal-opportunity employers

ACADEMIC LIBRARY

Acquisitions/gifts librarian. RESPON-SIBILITIES INCLUDE coordinating the processing and selection of gifts, monitoring approval plans. Should have a thorough knowledge of books and book trade. Must have a working knowledge of at least one foreign language. Excellent fringe benefits. Minimum salary \$24,000—\$26,000. Send resume by July 6 to: James DeLancey, Georgetown University Library, POB 37445, Washington, DC 20013. GU is an equal-opportunity, affirmative-action institution in employment.

Acquisition librarian. Potsdam College of the State University of New York is seeking applications for a full-time, term position as a Senior Assistant or Associate acquisitions librarian, commencing August. The college is seeking a knowledgeable, energetic, and creative person to provide leadership in the library's acquisition program. RESPON-SIBILITIES: all monographic and serials ordering; monographs receiving, materials invoice payment, and the monitoring and control of materials funds expenditures; supervise one clerical staff member and student assistants; assist with reference service; some evening and weekend hours required. QUAL-IFICATIONS: MLS from an ALA-accredited library program and a minimum of 3 yrs.' acquisitions experience in an academic library; practical working knowledge of OCLC; strong supervisory and interpersonal skills highly desired. Preference will be given to candidates with automation experience, particularly in the areas of micro-based systems or applications. Salary and rank: \$29,000 minimum for a 12-mo. appointment with faculty rank. Excellent fringe benefit package. Applications will be accepted until suitable candidate is identified. Send letter of application, current resume, and names, addresses, and phone numbers of 3 references to: Chair, Librarian Search Committee, Crumb Library, Potsdam College, Potsdam, NY 13676. Potsdam College is committed to providing

opportunities for women and minorities and actively seeks these candidates.

Assistant dean for systems and automation research. Under general direction of dean of library services, responsible for assisting library administration in planning, designing, implementing, evaluating, and managing computer-based systems, including NOTIS, an integrated automated system supporting library operations (implemented in 1985); performing/supervising research in library automation; supervising systems staff; also responsible for overseeing provision of ISU's NOTIS services to 4 other college/university libraries, and assisting in coordination of ISU's library automation activities in relation to state and national library automation efforts. Serve as liaison to ISU computer center and other appropriate groups on/off-campus. REQUIRED: ALA-accredited MLS or other appropriate master's degree; 5 yrs.' academic library or relevant computer systems experience, with 3 yrs.' direct involvement in library systems work; demonstrated ability to maintain positive interpersonal relationships and communicate effectively; practical knowledge of data processing and programming. Desirable: Research library experience; knowledge of latest information processing technology, microcomputer hardware/software, and telecommunications; knowledge of or experience in environments such as IBM mainframe, Assembler, PL/1, SAS; and demonstrated experience with large

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 16 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

ing professional vacancies.	
Connecticut	\$22,200
Indiana	varies*
lowa	\$18,792
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$27,554*
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$20,000
Rhode Island	\$22,500
Vermont	\$19,500
West Virginia	\$20,000
Wisconsin	\$23,700

^{*} Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

automated library information system, preferably NOTIS. Available July 1. Minimum salary \$40,000, depending on qualifications/experience. TIAA/CREF, Blue Cross-Blue Shield; 20 days' annual vacation; 12-mo., tenure-track position. Review of applications will begin June 30, and continue until position is filled. Send letter of application, resume, and names/addresses/phone numbers of 3 current references to: Scott Davis, Chair, Library Search Committee, Ind. State Univ., Terre Haute, IN 47809. ISU is an AA, EO employer.

Assistant director for automation services. A member of the library's senior management staff, with broad responsibility for planning, procurement, implementation, and subsequent operation of a major integrated library automation system to serve the university's new Center for Information and Technology, a \$20 million regional information center scheduled to open in mid-1992. Incumbent will have to provide leadership in the development of strategies and processes to assure the effective application of automation and advanced information technologies to library programs and services. ALA-accredited MLS, minimum of one yr.'s professional experience involving library automation or information systems technologies, minimum of one yr.'s successful management/supervisory experience. Salary: \$40,000-\$42,000. For a complete job description, minimum qualifications, and application procedure, contact: Employment Coordinator, Personnel Services, Gonzaga University, Spokane, WA 99258; 509-484-6096.

Assistant director of educational support services. Montgomery College, a comprehensive community college with campuses at Germantown, Rockville, and Takoma Park, Md., is seeking applicants for the position of assistant director of educational support services for the Germantown Campus. This position reports directly to the college director of educational support services and is responsible for the administration of all aspects of the Germantown Campus's educational support services unit, including library and educa-tional media resources and services and other related areas. Responsibilities also include planning, managing, and evaluating the re-sources, services, programs, facilities, budget, and personnel of the campus unit. A master's degree in library science or educational media is required. At least 3 yrs. progressively responsible managerial experience in a library/learning resources environment is also required. Community college/higher education library and/or learning resources administration experience is desired. Knowledge of the application and use of automated library services, alternative learning strategies, and educational technology support systems is also desired. The starting salary range for this position is \$42,973–\$53,726. Benefits are excellent. Resumes must be received in the Personnel Office no later than June 26. Send resume with above position title noted to: Personnel Office, Montgomery College, 900 Hungerford Dr., Rockville, MD 20850. An EO, AA, Title IX employer.

Assistant librarian for administrative services. George Mason University, a rapidly growing university in the Washington, D.C. area, is seeking an assistant librarian to assist in the overall management of the university library, with primary responsibilities in budget analysis and management of the personnel program, including staff development. We need someone interested in all phases of library management who would enjoy the challenge of planning a new facility and expanding into new space in the current building at the same time a new integrated system is being implemented and the collections and staff are growing. Background in statistics and interest in grantsmaking would also be desirable. The assistant librarian is a member of the administrative team and supervises 2 classified staff. ALA-accredited MLS and relevant library or other experience re-

quired; experience with budgets, personnel, supervision, and/or grantsmaking highly desirable. Salary: \$26,000 and up, depending on qualifications. Positic it will remain open until a suitable candidate is found; reviewing of resumes will begin July 10. Send cover letter and resume with names of 3 references to: Assistant Librarian Search Committee, George Mason University, 4400 University, Fairfax, VA 22030-4444. AA, FOE.

Assistant Librarian, monographic cataloger. RESPONSIBILITIES: Original cataloging, revision of selected member cataloging records for titles in English and other Western European languages on RLIN, using AACR2, LCSH and LC classification. Original cataloging for monographic state documents. Supervises OCLC Microcon retrospective conversion project. Performs committee duties and other responsibilities expected of faculty members in tenure-track positions. QUALIFICATIONS required: ALA-accredited MLS, 2 yrs. 'professional experience in cataloging on a bibliographic utility (RLIN or OCLC preferred) using AACR2. Knowledge of at least one Western European language in addition to English. Preferred: Some experience with retrospective conversion. Knowledge of Chinese and/or Hebrew. Salary and rank commensurate with education and experience; minimum salary \$21,600. DEADLINE: Letters of application and resumes will be reviewed starting June 30. Please include a list of 3 persons with addresses whom we can contact for references. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries, Room 139, State University of New York at Albany, 1400 Washington Ave., Albany, NY 12222. The University at Albany, State University of New York, is an equal-opportunity, affirmative-action employer. Applications from women, minority persons, handicapped persons, and/or special disabled or Vietnam-era veterans are especially wel-

Assistant undergraduate librarians (2 or 3 positions). Provides reference and information services to users. Participates in course-integrated bibliographic instruction. Responsible for collection development and faculty liaison in assigned subject areas. Duties may include administration of UG Library's circulation/shelving department, or the periodicals and CD-ROM site; management of the reserves unit; or coordinating facets of reference and information programs. Responsibilities assigned will be based on personal qualifications and present staffing arrangements. *QUALIFICATIONS required*: ALA-accredited MLS. One yr.'s experience in reference and/or bibliographic instruction. Commitment to dynamic public services for undergraduates. Ability to meet university requirements for promotion/tenure. *Preferred*: Experience with public-access online catalogs and/or CD-ROM database searching. *Desired*: Familiarity with collection development. Experience in supervision/management. Salary/rank: \$21,000 upward, depending on qualifications/experience. 12-mo. appointment/Assistant Professor. Must meet university requirements for promotion/tenure (librarianship, research, publication, university/professional service). Send application, resume, and names and addresses of 5 professional references by July 17 to: Allen G. Dries, Library Personnel Manager, University of Illinois Library (U-C), 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-5494. For additional information, contact: Betsy Wilson, Chair, Search Committee, Undergraduate Library, at 217-333-3489. The University of Illinois is an affirmative-action, equal-opportunity employer.

Associate vice president for information resources. Towson State University invites applications and nominations for the position of associate vice president for information resources. This new and challenging position will have the responsibility for the develop-

^{**}North Carolina State Library's recommendation is only for public librarians.

ment of the universitywide information resources to meet the needs of students, faculty, and staff. The associate vice president for information resources reports to the provost and will be a member of the Council of Deans. Existing administrative units that will be under the direction of the associate vice president are the library, academic computing services, telecommunications, office automation, satellite system, telephone and fax systems, and microcomputer repair and con-struction facilities. RESPONSIBILITIES: Or-ganizing, developing, and managing all infor-mation resource personnel and budgets; coordinating information resource services within the university; formulating and recom-mending policies for the staffs of the provost and president; working with the appropriate university and statewide advisory and study committees in the development of information resources and networks at the university and within the new statewide University of Maryland System; planning strategic and long-range goals for the university community's information resource needs. *QUALIFICA*-TIONS: The successful candidate for this position must have an earned doctorate or comparable degree in an applicable field with 6-8 yrs.' increasingly responsible academic and administrative experience; demonstrate a proven record in the organization, development, and management of large service-oriented functions; demonstrate a strong knowledge of the academic requirements for the library collection and services; have current knowledge of computing and telecommunication systems in a multifaceted environment; possess strong verbal and written communication skills; evidence proven leadership qualities for a broad range of constituencies; and possess experience in strategic and long-range planning of information resource functions. Salary mid-\$50s to high \$70s depending upon qualifications and experience. Nominations must be received by July 1.

Applications must be postmarked by July 31. Send letter of application, with a 1–2-page statement of your interest, ability to serve, and the perception of your role of associate vice president; resume; and the names of 3 references to: Thomas E. Strader, A. S. Cook Library, Towson State University, Towson, MD 21204. Towson State University is an equal-opportunity, affirmative-action employer.

Catalog librarian, Joyner Library, East Carolina University. RESPONSIBLE FOR original and complex copy cataloging of monographic and audiovisual materials. This is a 12-mo., fixed-term faculty position and reports to the coordinator of technical services. Salary \$22,000 minimum, depending on qualifications. QUALIFICATIONS REQUIRED: ALA-accredited master's in library science; working knowledge of AACR2, LC rule interpretations, LCSH, LC classification, and OCLC standards; experience with audiovisual cataloging; good oral and written communication skills; ability to work effectively with all levels of staff; ability to work well independently. Preferred: Knowledge of a modern European language; 2nd master's degree. East Carolina University's libraries serve a campus community of over 15,000 students and 950 faculty. The university is a constituent institution of the 16-campus University of North Carolina. Screening of applications will begin Aug. 1, and continue until position is filled. Official transcripts from each college or university attended will be required prior to any offer of employment. Send letter of application, resume, copies of transcripts, and names of 3 current references to: Jo Ann Bell, Acting Director of Academic Library Services, Joyner Library, East Carolina University, Greenville, NC 27858-4353. Federal law requires proper documentation be included with your application. East Carolina University is an affirmative-action, equal-opportunity employer and, as such, encourages applications from women, blacks, and other minorities.

Catalog librarian. Perform original and adaptive OCLC cataloging of monographs, serials, and AV materials. Responsible for managing cataloging department functions. Participates in formulating cataloging policies and procedures. Evening and weekend hours as scheduled. QUALIFICATIONS: ALA-accredited MLS; experience in cataloging; working knowledge of MARC, AACR2, LCSH, and LC classification. Experience with OCLC preferred. Annual salary: \$20,631 plus benefits. Send resume to: Director of Personnel, Embry-Riddle Aeronautical University, Prescott, AZ 86301. EOE.

Catalog librarian, Wabash College. Principal cataloger of monographs, musical scores, and AV formats using the OCLC system, AACR2,

and Library of Congress classification. Cataloging assistance provided by clerks and students trained and supervised by the catalog librarian. Also responsible for catalog maintenance, directing completion of a retrospective conversion project (using OCLC microcon system), and planning for installation of an electronic catalog in the 1990s. Assists in providing reference service. QUALIFICA-TIONS: Cataloging experience preferred. Organizational skills. Broad, informed intellectual interests evidenced by a record of strong preparation, at least at the undergraduate level, in a liberal arts discipline. MLS or comparable advanced degree. Position available Sept. 1. Salary negotiable with minimum of \$23,000, initial 2-year appointment, 11-mo. work year, associated faculty rank with all faculty privileges except tenure and sabbatical leave, good fringe benefits. Review of appli-

Monographs Original Cataloger (2 Positions)

University of Georgia Libraries
(Salary minimum: \$20,000)

DUTIES: The monographs original catalogers are responsible to the head of the monographs original cataloging unit for performing original cataloging of monographic materials in all languages and subjects. The University of Georgia Libraries supports MARVEL, an in-house automated, integrated system. Monographs original catalogers serve as resource persons for monographic cataloging within the department and in other areas of the libraries. The cataloging department has 14 professional and 24 support staff positions and catalogs over 50,000 books, serials, microforms, and nonprint materials yearly. The monographs original cataloging unit of the cataloging department is comprised of the head and 3 librarians plus student assistants. Some evening and/or weekend work may be required.

QUALIFICATIONS: MLS from ALA-accredited library school; knowledge of AACR2 and LC classification and subject headings; ability to work with broad range of subjects; knowledge of one or more modern European languages (preferred: one position with knowledge of Slavic languages); familiarity with automated cataloging systems; effective oral and written communication skills; ability to establish and maintain effective working relationships; strong interest in academic librarianship preferred.

This position will be filled only if suitable applicants are found. APPLICATION PROCEDURE: Send letter of application by July 10, including resume and names of 3 references, to: Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602.

An equal-opportunity, affirmative-action institution

Special Collections Cataloger

The special collections cataloger is responsible for cataloging materials in all formats using OCLC and NOTIS. *RESPONSIBILITIES INCLUDE* supervision of copy cataloging and other maintenance activities involving special collections. Works under the general direction of the head of bibliographic control while being responsive to priorities set by the assistant director for special collections. Serves as liaison with the staff of the special collections division. The collecting emphasis of the division is Texana, the Mexican-American War, Mexican history (1810–1920), and cartographic history.

QUALIFICATIONS required: Master's degree from an ALA-accredited library school; demonstrated knowledge sufficient to perform subject analysis in Spanish; minimum of 2 yrs.' successful professional cataloging experience, preferably in an academic library; knowledge of AACR2, Library of Congress classification, and LCSH.

Desired: Experience in special collections; undergraduate or graduate history major; good interpersonal skills; experience with OCLC or other bibliographic utility and NOTIS or other automated system.

LOCATION: The University of Texas at Arlington, located in the Dallas-Fort Worth metroplex, has a current enrollment of approximately 23,000 and offers 97 degrees, 21 at the PhD level. The University Libraries presently have a staff of 100 and approximately 1.25 million items in the collections.

SALARY AND BENEFITS: \$19,504 salary plus \$965 in state contributions toward Social Security for an annual minimum of \$20,469, depending on qualifications and experience. Additional contributions include \$1,380/annum to health and benefits package and 8.5% of annual salary contributed by the state for optional retirement programs, including TIAA/CREF and other approved 403(b)(c) carriers.

APPLICATIONS: Applications should include a resume and the names and addresses of 3 professional references. Consideration for the position will begin July 10, and will continue until a satisfactory candidate has been found. Applications should be addressed to:

Chair, Special Collections Cataloger Search Committee
University of Texas at Arlington Libraries
POB 19497
Arlington, TX 76019-0497

The University of Texas at Arlington is an equal-opportunity, affirmative-action employer.

Assistant University Librarian for Public Services

RANK: Associate Professor or higher (renewable, fixed-term appointment). DUTIES AND RESPONSIBILITIES: Reports to the university librarian. Develops and coordinates policies, procedures, objectives, and goals for the library public services division, which includes: reference, government documents, circulation, microforms and recordings, and 5 branch libraries (Architecture and Allied Arts Library, Public Affairs Library, Map Library, and Science/Math libraries). May represent the library in discussions with other university offices, governmental agencies, and the research library community at large. Serves as a member of library administration. May serve on library and university committees. May participate in library instruction and collection development programs. Performs special projects as assigned.

QUALIFICATIONS required: MLS from ALA-accredited library school; minimum of 5 yrs.' progressively responsible experience in public service areas in an academic or research library, preferably one serving both an undergraduate and graduate population; administrative ability; strong oral and written communication skills; demonstrated leadership qualities; positive public relations experience; familiarity with an automated environment; supervisory experience; and ability to work successfully with library and university staff at all levels. Desired: Additional graduate degree; record of achievement in national professional organizations; and reading knowledge of one or more foreign languages. SALARY: \$40,000 minimum for 12-mo. appointment. Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross–Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

THE UNIVERSITY OF OREGON LIBRARY is an ARL library with current holdings of approximately 1.8 million volumes and over 21,000 serials subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

APPLICATION DEADLINE: To be fully considered, applications must be received by 5 pm, July 31. TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to: Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-686-3056 or Fax: 503-686-3094.

The University of Oregon is an equal-opportunity, affirmative-action institution. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

cations will begin July 15. Letter of application, resume, and at least 3 letters of reference to: Larry Frye, Lilly Library, Wabash College, POB 352, Crawfordsville, IN 47933. Mr. Frye wil be interviewing at ALA Dallas, June 24–27. The college is recognized nationally for its commitment to excellence in undergraduate education. Women and minorities are encouraged to apply. EOE.

Cataloger/technical services. Washington College seeks a cataloger for original and OCLC cataloging, and in collaboration with the technical services librarian, to be responsible for cataloging department operations, periodicals, and government documents. Excellent opportunity for professional growth in all areas of library work including automation and building projects. Some reference duty on rotating schedule. REQUIRES MLS from ALA-accredited school; knowledge of AACR2, LC classification, LCSH, USMARC, OCLC; working knowledge of French/German/Spanish. Previous cataloging experience preferred. Salary \$19,000 plus benefits. Position is for one year with possibility of reappointment contingent upon further funding. Washington College, founded in 1782, is located on Maryland's historic Eastern Shore. Attractive modern library with congenial staff of 10. We will begin reviewing applications after June 25. Send a letter of application, resume, and names, addresses, and telephone numbers of 3 current references to: William J. Tubbs, Librarian, Miller Library, Washington College, Chestertown, MD 21620. AA, EEO employer.

Cataloger, 2 positions available. 1) Cataloger for Slavic materials. Original cataloging and classifying of Slavic-language materials using AACR2 and LC classification and subject headings. DUTIES INCLUDE interpreting local and national standards; preparing and tagging data for input to OCLC; verifying and preparing authority records. REQUIRED: MLS from ALA-accredited program; proficiency in Russian; knowledge of AACR2, LC classification and subject headings; ability to communicate effectively in English. Desirable: Good knowledge of Polish, Czech, and other Slavic languages; subject

degree in a related area; cataloging experience, including knowledge of MARC tagging and the OCLC cataloging system; reading knowledge of Germanic or Romance language. Salary: \$22,560-\$27,480. 2) Cataloger for Japanese materials. Original cataloging and classifying of Japanese-language materials using AACR2 and LC classification and subject headings. DUTIES INCLUDE interpreting local and national standards; preparing and tagging data in the vernacular and transliterated form for input to OCLC; verifying and preparing authority records. REQUIRED: MLS from ALA-accredited program; proficiency in Japanese; familiarity with modified Hepburn system of romanization, Library of Congress rules for word division, and publishing practices in Japan; knowledge of AACR2, LC classification and subject headings; ability to communicate effectively in English. Desirable: Cataloging experience, including knowledge of MARC tagging and OCLC cataloging system. Salary: \$22,560-\$27,480. Both positions report to head, monograph cataloging section. Librarians have faculty status and responsibilities including research, publication, and service. Apply by July 31 to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210. Include names, addresses, and telephone numbers of 3 references. Qualified women, minorities, and handicapped persons are encouraged to apply.

Cataloging librarian. Responsible for assisting in planning and implementing the reclassification and conversion of a manual system to an online system. Must have operational experience with and/or knowledge of OCLC, MARC format, AACR2, and LC classification and subject headings. Reports to coordinator of technical services. *QUALIFICATIONS*: MLS from ALA-accredited library school preferred; 2 yrs. cataloging experience in an academic library, including MARC tagging and OCLC cataloging system. Salary commensurate with experience with a minimum of \$18,000 + excellent fringe benefits, 12-mo. appointment, and faculty rank. Available: Immediately. Send a resume and 3 names of references by June 15 to: Myra Macon, Director of

Library Services, Delta State University, POB 3282, Cleveland, MS 38733. EOE, M/F.

Chemistry-mathematics librarian, University of Oklahoma. DUTIES: Under the direction of the head of branch libraries, the chemistrymathematics librarian supervises the Chemistry-Mathematics Branch Library, including the review, development, and implementation of programs and services; the hiring, training, supervision, and evaluation of staff; the provision of reference service including database searching; the maintenance and circulation of library materials; the selection, weeding, and evaluation of the collection; and the provision of orientation and library instruction. The chemistry-mathematics librarian serves as liaison between the University Libraries and the Department of Chemistry, the Department of Mathematics, and the Department of Physics and Astronomy. QUALIFICATIONS required: MLS from an ALA-accredited library school; familiarity with bibliographic control and subject literature of a science discipline; knowledge of database searching and library instruction concepts and methods. Previous experience in an academic, special library, or equivalent; evidence of research and publication. Desirable: Undergraduate or advanced degree in a subject-related field and strong interpersonal and communications skills: supervisory experience. Deadline for applications: July 15. Available: Aug. 1. Salary: \$28,966 minimum. Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. *UNIVER-SITY LIBRARIES*: A member of the Research Libraries Group and ARL, the University Library consists of a main library and 6 branches. The collections contain more than 2.2 million volumes, 17,000 periodical subscriptions, and 3 outstanding special collec-tions in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries operate an LS/2 automated circulation system and are currently developing the NOTIS library system. *EMPLOYMENT:* Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. APPLICATION: Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019. The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Collection development. Full-time, probationary, tenure-track, Assistant Professor to provide leadership in collection development and maintenance activities. Develop and implement collection development and evaluation strategies; work with librarians and in-structional faculty to oversee collection de-velopment; write collection evaluation reports as required. This public service position, reporting to the dean, may have other duties assigned depending on the skills and background of the incumbent. ALA-approved master's and 3 yrs.' experience in a compatible library (preferably in collection development) required. Leadership and good communication skills essential. Preference will be given to those who demonstrate collection development experience, online systems experience, possess a subject master's, and who demonstrate other transferable library skills. Salary to \$35,000 for 185 days per year. Memorial Library is home to MSUS/PALS, an integrated online library system containing over 1.5 million records, now serving 44 public and private academic libraries in Minnesota and North Dakota. Applications must be postmarked by July 3. Preliminary interviews may be conducted in Dallas. Appointment will be made in September. Apply to: Thomas M. Peischl, Dean of the Library, Mankato State University, MSU Box 19, POB 8400, Mankato, MN 56002-8400. Applications from minorities are encouraged.

Coordinator, library systems and automation. West Virginia University Libraries announce a new position in library systems. Under the direction of the dean of libraries, responsible for successful planning, evaluation, testing, selection, implementation, and maintenance of an online integrated library system including software modification as required. *DUTIES:* Manages the automation and systems programs within the University Libraries, working closely with the library staff, library management, and university computing services. Hires, trains, and supervises systems staff; coordinates training for library staff and serves as a primary resource person in all matters regarding automation. Assists library administration with both long- and short-range planning for automation; prepares budgets, reports, presentations; prepares grant proposals and pursues external sources of funding. Develops appropriate interfaces for the selected system with library operations and external databases. Coordinates library automated systems with local, state, and national agencies and programs, developing and maintaining liaisons with appropriate personnel. Coordinates planning for office automation and library data processing utiliz-ing microcomputers. *REQUIRED*: ALA-accredited MLS or advanced degree in computer or information science; minimum of 3 yrs.' expeinformation science; minimum of 3 yrs. experience in a large academic library, library system, or network with direct responsibility for planning, installation, and maintenance of an integrated library system; working knowledge of computer hardware, software, and major programming languages and statistical packages such as IBM Assembler, PL/1, SAS. Strong organizational, management, and interpersonal skills: thorough knowledge of interpersonal skills; thorough knowledge of MARC bibliographic and authority records formats. Excellent analytical, problem-solving, oral, and written communication skills. Substantial microcomputer experience desirable. stantial microcomputer experience desirable. Salary and rank dependent upon qualifications. Minimum: \$36,000. 12-mo. appointment. TIAA/CREF and other excellent benefits. **DEADLINE FOR APPLICATIONS:** June 20. Position available Aug. 1. Starting date negotiable. Send letter of application addressing qualifications, 2 copies of resume, and names, addresses, and telephone numbers of at least 3 professional references to: Mildred at least 3 professional references to: Milded Moyers, Chair, Search Committee for Library Systems Coordinator, Wise Library, West Virginia University, Morgantown, WV 26506-6069. West Virginia University is an efficient to extract the contract of the cont affirmative-action, equal-opportunity employer.

Coordinator of public services/head reference librarian. The University of the South seeks a creative, energetic, people-oriented librarian to coordinate and supervise reference, circulation, interlibrary loans, archives and special collections, and nonprint services in duPont Library. Reports to university librarian and serves on Library Administrative Cabinet. REQUIRED: ALA-accredited MLS, 5 yrs.' professional academic library experience with significant reference service; 3 yrs.' progressively responsible supervisory experience in libraries; demonstrated ability to work effectively with patrons and staff; excellent interpersonal skills; ability to plan, develop, and implement effective public services program. Preferred: 2nd graduate degree; experience with computer technology related to library services. Position available July 1. Salary range: \$25,000—\$31,900; excellent benefits. Applications received by June 30 will receive first consideration. Send letter of application, resume, and 3 references to: David Kearley, University Librarian, University of the South, Sewanee, TN 37375. EOE. Minorities are encouraged to apply.

Coordinator of technical services and cataloger for rapidly developing small college library. RESPONSIBLE FOR developing plan for automation and original cataloging, supervision of technical services. Participate in collection development and delivery of infor-

Government Documents Librarian/ Head of Special Services

Oregon State University, a land- and sea-grant university, has 15,000 students in 12 schools and colleges. Offers programs at the undergraduate through the doctoral degree. The libraries consist of a main collection of over 1 million volumes and one branch (the Hatfield Marine Science Center Library), and are currently installing an integrated online system. The staff includes 35 faculty and 54 classified. 12-mo. appointment with 22 days' vacation and excellent fringe benefits.

The candidate hired with a 2nd master's degree will be appointed on tenure track with faculty rank and status as Assistant Professor; those hired without a 2nd master's degree will be appointed on a fixed-term appointment as Instructor during which time they will be expected to complete a 2nd master's. The 2nd master's degree is required for tenure.

QUALIFICATIONS required: MLS degree from an ALA-accredited program; 2–3 yrs.' experience in government documents; 2 yrs.' supervisory experience, experience in planning, organization, and management; demonstrated ability working cooperatively in a demanding and changing environment, ability to communicate effectively; demonstrated user-oriented philosophy and flexibility; potential for continuing professional growth and scholarly accomplishment. Strongly preferred: 2nd master's degree in subject area. Preferred: Experience in CD-ROM and online database searching; background and interest in bibliographic instruction; research and publication record.

RESPONSIBILITIES: Reports to assistant director for research and reference. Division head-level position includes supervision of documents, maps, and microforms. Will have responsibility for administration of the documents collection including selection, maintenance, and control of a large selective depository collection; provides reference and information services in government documents and microform units; plans conversion of records to an online system; assists with library orientation and bibliographic instruction; supervises the map librarian and 3.5 FTE support staff; participates in scholarly activities; serves on library and university committees.

SALARY: Minimum \$30,000 w/2nd master's degree or \$29,000 w/single master's degree. Closing date: July 1. Consideration of credentials will begin immediately and will continue until position is filled. Send letter of application, current resume, and names, addresses, and telephone numbers of 3 references to: Barbara Thornburg, Oregon State University, Kerr Library 121, Corvallis, OR 97321-4501.

OSU is an EEO, AA employer and has a policy of being responsive to needs of dual-career couples.

Minority applicants are encouraged to apply and to identify themselves for affirmative-action purposes.

mation services including bibliographic instruction and online database search. REQUIRE-MENTS: MLS from ALA-approved institution, experience in LC cataloging and reference work, knowledge of AACR2 rules and OCLC. Academic background in business or law, online searching experience. Salary: dependent on experience and qualifications. Minimum \$24,000. Contact: Imre Meszaros, Director of Library, Villa Julie College, Stevenson, MD 21153; 301-486-7000.

Director of library services at Tennessee Temple University, an independent, fundamental Baptist ministry at the Highland Park Baptist Church. TTU enrolls over 1,300 students in undergraduate and seminary schools. Responsible for all phases of library management. Ranked as faculty; minimum MLS with experience as assistant or head librarian. Salary range \$19,262—\$27,337. Also need additional assistant librarian (MLS; salary \$16,951—\$20,207). Send resume to: Personnel Department, Tennessee Temple University, 1815 Union Ave., Chattanooga, TN 37404; 615-493-4462.

Director, Teaching Learning Resource Center. The University of Southern Mississippi Libraries include Cook Memorial Library, McCain Library and Archives, the Teaching Learning Resource Center, and Cox Library at the Gulf Coast branch campus. The library system is a member of SOLINET and utilizes the BNA online ordering system and Faxon Microlinx. The initial phases of an integrated automation system are now being installed. Director of TLRC supervises all areas and staffing of the unit including audiovisual equipment loans; learning lab for nonprint materials; audioactive laboratory for language and speech; preview, rental, and purchase of nonprint materials; graphic services; music resources center; and nursing learning center. Reports to university librarian. QUALIFICA-TIONS: Successful candidates must have excellent leadership, interpersonal, communication, organizational, and managerial skills.

At least 5 yrs.' educational media experience in an academic library preferable. Supervisory experience and an ALA-accredited MLS required. Tenure-track, 12-mo. position with faculty status. Minimum salary is \$35,000, dependent upon qualifications and experience. Applications reviewed beginning July 31, and will continue until position is filled. Send letter of application (noncitizens must include current visa status), resume, and names, addresses, and telephone numbers of 3 professional references to: Terry Latour, Search Committee, McCain Library and Archives, Univ. of Southern Miss., Southern Station, Box 5148, Hattiesburg, MS 39406-5148. USM is an equal-opportunity, affirmative-action employer. Minorities and women are encouraged to apply.

Documents reference/state documents Ilbrarian, Duke University. Permanent 9-mo., 30-hour-per-week position, with possibility of extension to 12 mos. or full-time, depending upon funding. Reports to the head, public documents and maps department. RESPON-SIBLE FOR full range of reference services, oversight of North Carolina state documents received through the state depository system, collection development and technical processing of all state documents, bibliographic instruction for the department's extensive holdings, and supervision of part-time staff. Also participates in evaluation and selection of reference materials, establishment of electronic search services, and outreach activities. POSITION REQUIRES ALA-accredited MLS; 2 yrs.' professional experience in selecting, organizing, and processing state documents and in providing reference service for state and U.S. documents; strong analytical, communication, and interpersonal skills; knowledge of automation as it relates to processing and accessing of state and U.S. documents; some knowledge of government and other electronic databases. Desired qualifications include: experience in providing reference for U.N. and other international documents and maps, supervisory experience, knowledge of legal reference materials, and experience in



Documents Librarian Head of Department New Mexico State University

NMSU enrolls over 14,000 students in 70 major undergraduate areas, 42 master's degrees, and 19 doctoral degree programs. In its 101st year, NMSU is the land-grant institution for New Mexico. Located in southern New Mexico on the high desert in the city of Las Cruces, NMSU is 40 miles from El Paso, Tex., at the southern edge of the Rocky Mountains. The area enjoys abundant sunshine and moderate temperatures, yet is within easy driving distance of alpine areas that include excellent skiing and winter sports.

The documents librarian hired will be a service-oriented, energetic, imaginative librarian who manages a depository of hundreds of thousands of federal documents, is talented in automation and CD-ROM applications, and is a creative and sensitive supervisor of 2 support staff and several student assistants.

The NMSU Library is in the initial stages of an \$11 million expansion; is highly automated utilizing VTLS, INNOVACQ, and Dialog; and has an expanding CD-ROM operation.

The ideal candidate for this position will have a master's degree in library science from an ALA-accredited institution plus a subject master's. At least 3 yrs.' experience in a documents situation will enable the library to offer a salary of at least \$25,000. Automation and supervisory experience are expected. Appointed to a faculty position, the individual employed will be expected to fulfill the usual requirements for promotion and tenure. Attractive fringe benefit package with 22 days' annual leave.

If you are interested in a challenging position in a most attractive location, please submit your application with the names and addresses of 3 references by July 15 to:

Karen Stabler, Head of Information Services
New Mexico State University Library
Box 30006
Las Cruces, NM 88003

Initial interview could take place at ALA Dallas. Position will remain open until filled.

NMSU is an equal-opportunity employer with an affirmative-action plan.
Women, ethnic minorities, persons with disabilities,
and Vietnam veterans are encouraged to apply.

bibliographic instruction. Benefits: academic rank, TIAA/CREF and other retirement options, excellent health care programs, and assistance with relocation costs. Salary: \$22,500-\$23,500, based on full-time, 12-mo. position. Applications received by June 30 will be given first preference. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Ann F. Stone, Personnel Librarian, Duke University Library, Durham, NC 27706. Affirmative-action, equal-opportunity employer.

Education catalog librarian for monographs in Library of Congress classification schedules L, B, Q, and Z, using OCLC and NOTIS. 12-mo., tenure-track, faculty appointment with a minimum salary of \$20,000. REQUIRES undergraduate degree in education or a behavioral science; MLS from ALA-accredited program; knowledge of AACR2, LC classification, LCSH, or OCLC or similar utility; ability to meet requirements for promotion. Cataloging experience in an automated library preferred. Submit letter of application, vita, and names of 3 references by Aug. 1 to: Office of Academic Affairs, Education Catalog Librarian Search, Western Kentucky University, Bowling Green, KY 42101. Women and minorities are encouraged to apply. An affirmative-action, equal-opportunity employer.

Head, catalog librarian/head of monographic cataloging. Catalog print and nonprint materials; do authority work; supervise staff of one professional and 4 classified staff. QUALIFICATIONS: ALA-MLS; minimum of 5 yrs.' recent professional cataloging experience, preferably in academic library; experience with OCLC or equivalent, AACR2, U.S. MARC, and LCSH and LC classification; good oral and written communication skills; and knowledge of one foreign language. 2nd master's degree desirable. \$27,000 minimum for 12-mo. appointment with excellent benefits

and faculty status. Apply with full resume plus names and current addresses/telephone numbers of 3 references by June 15 to: Joan I. Tracy, Assistant Librarian for Technical Services, University Library, Eastern Washington University, MS 84, Cheney, WA 99004. AA, EOE.

Head, catalog services section, bibliographic control department, technical and automated services. The head of catalog services is responsible for the catalog maintenance functions of the Rutgers Libraries' system including maintenance of machine-readable records via Geac and RLIN, and of central shelflists. This person will play a key role in closing card catalogs and will be involved in the planning and implementation of online authority control. Catalog services is also responsible for recataloging, relocating, transferring, reinstating, and withdrawing of library materials for the 18 libraries in the libraries' system. Supervises 7 FTE support staff and 5 FTE students. Reviews the section's organization structure, staffing, and skills, and recommends changes that could improve its effectiveness. QUALIFICATIONS: MLS from an ALA-accredited library school. Minimum 3 yrs.' supervisory experience with emphasis on technical services. Knowledge of MARC formats and national bibliographic standards. Experience with database maintenance, library automation, and bibliographic standards. Experience with database maintenance, library automation, and bibliographic access. Knowledge of online authority control highly desirable. Salary: Negotiable, dependent upon experience and qualifications; minimum of \$30,705 for a 12-mo. appointment. PROFILE: Rutgers has embarked upon a campaign for excellence strongly supported by the state legislature, and has gained significant new support for library materials and buildings. The university is a member of the Research Libraries Group. A Geac online public catalog, to be opened in summer 1989, will be integ-

rated into a campus network. The libraries are investigating new ways of providing electronic information services to the Rutgers research and student community in an environment of change and growth. Submit resume and 3 sources for current references no later than July 14 to: Sandra Troy (APP. 149), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903. An equal-opportunity, affirmative-action employer. We would be pleased to meet potential candidates at ALA Conference in June.

Head, cataloging department. This tenure-track position reports to the assistant director for technical services. The department head is responsible for the overall management and operation of the department, which consists of 3.25 faculty, 20 support staff, and student assistants. The department has been newly created by combining the former original cataloging and copy cataloging departments, and is responsible for centralized original and copy cataloging of monographs, database maintenance, retrospective conversion of monographs, binding preparation, pamphlet binding, and marking and mending. Catalog-ing is performed on OCLC for inclusion in the CARL (Colorado Alliance of Research Libraries) local system and regional network. In addition to departmental management, major responsibilities include participating in the ongoing development and implementation of the CARL system, serving as a central contact for OCLC equipment and budget matters, and participating in the overall policy and planning activities of the technical services division. *REQUIREMENTS*: Master's degree from an ALA-accredited library school, or foreign equivalent; at least 5 yrs. cataloging experience in academic or research libraries; experience with library automation, including bibliographic networks and local applications; demonstrated planning, supervisory, and interpersonal skills; oral and written communication skills; commitment to public service; potential for research and evidence of scholarly and/or professional achievement: Desirable qualifications: Experience with various materials formats; accomplishment in cataloging librarianship at a national level; participation in implementation or development of library automation applications; experience with automation-assisted authority control; experience with binding, mending, or preservation activities. This is a 12-mo., tenure-track appointment at the Assistant or Associate Professor level. Faculty perquisites include TIAA/CREF, liberal vacation, and sick leave benefits. Salary: \$34,000-\$39,000 depending on qualifications and experience. Position available Aug. 1. Applications should include a statement of qualifications for the position, current resume, and names, titles, addresses, and telephone numbers of 3 references. Apply by July 12 to: Joan McConkey, Assistant Director for Administration, University of Colorado at Boulder Libraries, Campus Box 184, Boulder, CO 80309-0184. The University of Colorado at Boulder has strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

Head, documents division (search extended). Coordinates reference and user instruction services, collection development, processing, circulation, and administrative operations including staff training. Define goals, establish objectives, and formulate policy for the division. Provide overall supervision and management for the documents division including 3.5 professional librarians and 6 support staff. Oversee U.S., Texas, and patent depository programs. Provide comprehensive reference services through indexes, and online and CD-ROM databases. Plan and implement addition of bibliographic records to library's NOTIS system for 3 collec-

tions: U.S. Documents, Texas Documents, and Technical Reports. Maintain liaisons with academic departments for promoting use of documents resources and services. QUALIFICATIONS: ALA-MLS. Minimum of 6 yrs. professional experience required, including experience with government documents, preferably in an academic library. Experience in planning, organization, supervision, and management required. Demonstrated user-oriented philosophy required. Should be knowledgeable of automation and technical services relating to government documents. Must possess ability to communicate clearly and effectively. Should possess knowledge of issues and trends associated with government publications and their applications to local programs. Should be knowledgeable of OCLC and/or other automated bibliographic control system. Must possess ability to work with faculty, staff, and students. Salary: \$32,000 minimum for 12 mos.; \$33,000 minimum with 2nd master's. Competitive benefits package. No state income tax. Faculty rank. Texas A&M has an enrollment of 39,000 and is located in Bryan/College Station between Houston and Austin. CLOSING DATE: Applications received by July 1 will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Head librarians, 3 openings, Beaver, Fayette, and New Kensington campus libraries. Penn State University Libraries seek qualified applicants for head librarian vacancies at 3 branch campus locations in western Pennsylvania that support associate degree, up to 2 yrs. of most university baccalaureates, and a variety of continuing education programs. 1) Beaver Campus: 33,000-item library at a 94-acre commuter campus in Beaver County, 35 miles northwest of Pittsburgh. The campus enrolls approximately 900 full-time credit students and hundreds of part-time and continuing education students. 2) Fayette Campus: 50,000-item library at a 200-acre campus: 50,000-item library at a 200-acre commuter campus in Fayette County, 47 miles southeast of Pittsburgh. The campus enrolls approximately 900 degree-seeking students and 3,500 students in continuing education programs. 3) New Kensington Campus: 30,000-item library at a 76-acre campus in Westmoreland County, 14 miles Campus: 30,000-item library at a 76-acre campus in Westmoreland County, 14 miles northeast of Pittsburgh. The campus enrolls approximately 1,400 credit students and 5,000 part-time students. Campus head librarians, members of the University Libraries' faculty, are responsible for overall library administration and services, instruction, participation in planning and development, supervision of staff, and effective and close involvement with staff, and effective and close involvement with stall, and effective and close involvement with students and faculty, the community, and the main campus library where processing is central via interactive computer systems.
REQUIREMENTS: MLS from ALA-accredited school; 3 yrs. academic library experience with emphasis on successful public service and administrative activities; demonstrated with experience with experience with experience and administrative activities. ability to work with students, faculty, and administrators; evidence of potential for promotion and tenure. 2nd advanced degree and some instructional program and library automation experience desirable. Salary and rank:
Dependent on qualifications. Minimum Dependent on qualifications. Minimum \$25,000 with tenurable rank. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. To apply, send letter of application (please indicate campus), resume, and names of 3 references by July 10 to: Nancy Slaybaugh, Personnel Coordinator, Box HD-LDS, Penn State University, E1 Pattee Library, University Park, PA 16802. An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

Head, Information Access Services Rasmuson Library University of Alaska/Fairbanks

The University of Alaska/Fairbanks is a uniquely multicultural land-grant/sea-grant institution founded in 1917 and located in the scenic Tanana Valley of historic Interior Alaska. UAF is a multisite campus of some 8,300 students enrolled in over 100 programs with degrees from the associate through the doctorate. The campus is a world center for research on the Polar regions.

The library staff seeks an experienced, effective manager to lead information access services programs for acquisitions, cataloging, serials control, and a branch science library within a highly automated environment. The department head's responsibilities include planning, organizing, budgeting, directing, and evaluating services, programs, and personnel.

QUALIFICATIONS: The successful candidate must have an ALA-accredited MLS; minimum 5 yrs.' progressively responsible managerial experience in an academic or research library, with experience in technical services or serials control; experience with WLN, RLIN, or OCLC; including integration with local systems; and knowledge of AACR2, LCSH, LC classification, and MARC formats. Candidates must also have a demonstrated ability to plan, organize, coordinate, and supervise the work of others in a collegial and supportive atmosphere; strong leadership, interpersonal, analytical, and communication skills; and the ability to serve as a faculty member.

Candidates will be expected to possess the ability to negotiate and delegate in a matrix-oriented team environment and show evidence of activity in appropriate professional organizations. A 2nd advanced degree is desirable.

RASMUSON LIBRARY is a charter member of WLN, uses VTLS as a statewide OPAC and circulation system, and is now implementing MicroLinx. It is the largest library in the state (1.5 million volumes), and is an active participant in resource sharing and technological innovation in a state with a tradition of multitype library cooperation. IAS operates within the library's matrix-oriented team environment and includes 9 faculty, 18 support staff, and student assistants.

SALARY MINIMUM is \$51,500 depending upon qualifications, plus excellent benefits, for 12-mo. appointment at the Associate Professor level. Full faculty rank and responsibilities. Beginning date negotiable.

FAIRBANKS offers many opportunities for outdoor recreation, including outstanding cross-country skiing. Theater, an award-winning symphony orchestra, and many other cultural activities are available.

SCREENING OF CANDIDATES will begin July 17, and the position will remain open until filled. Full job description available upon request. Send nominations or application letter with resume and names, addresses, and phone numbers of 3 professional references to: Dennis Stephens, Chair, IAS Search Committee, Rasmuson Library, University of Alaska/Fairbanks, Fairbanks, AK 99775-1006.

The University of Alaska is an affirmative-action, equal-opportunity employer and educational institution.

Head, multicampus library services program. Search reopened. Permanent 12-mo. position. Under the direction of the director of libraries and in consultation with the multicampus deans, plans, implements, and administers the multicampus library services program. Assesses multicampus library needs. Develops short- and long-range plans. Prepares budget requests and monitors budget allocations. Completes analytical and statistical reports. Supervises multicampus library services personnel. Makes periodic site visits to multicampus locations. Maintains effective working relationships with WSU libraries and Extended University Services personnel to facilitate cooperation and effective relationships with non-WSU-affiliated libraries serving WSU Extended University personnel and students. Provides library services for curricular and research needs of multicampus students and faculty. REQUIRED: ALA-accredited MLS or its equivalent; knowledge of and/or effective experience in management and supervision; effective reference and teaching experience; effective interpersonal relations and communications skills; previous experience in computer applications. Must build a progressive record of professional/scholarly achievement. Preferred: Academic library experience; online search services experience. Rank: Librarian 2 or above, dependent on previous relevant experience; faculty status. Salary: \$20,000–\$30,000, commensurate with experience and qualifications. TIAA/CREF, broad insurance programs, 22 days' vacation, 12 days/year sick leave. Applications should be postmarked by June 30. Send letter of application, resume, and names and addresses of 3 references to: Maureen Pastine, Director of Libraries, Washington State University Libraries, Pullman, WA 99164-5610. WSU is an EO, AA educator and employer. Protected group members are encouraged to apply.

Head of authority control. The University of Chicago Library is seeking a librarian for the position of head of authority control. The cataloging department, one of 3 departments within the technical services division, has a staff of 11.2 professionals and 21.5 clerical FTEs. The department is organized into 6 sections, and is responsible for cataloging monographic materials in all languages except Chinese, Japanese, and Korean, and in all subjects except law. All cataloging and processing activities are supported by the library's central data management system. The University of Chicago Library holds over 5 million volumes, receives 48,000 current serials, and adds 100,000 volumes each year. The library participates in the National Coordinated Cataloging Operations (NACO) and is a member of the National Coordinated Cataloging Program (NCCP). Cooperative monographic cataloging with the Library of Congress is done online through a direct computer link to the Library of Congress database. MAJOR DUTIES AND RESPON-SIBILITIES: Under the direction of the department head, supervises the staff of the authority control section, which is responsible for maintaining the authority structure of the library's catalogs and for precataloging activities in the cataloging department. Acts as liaison with other departments for movement of materials, patron requests, special requests, and the coordination of authority control policies and procedures. Edits authority work produced for the NCCP and NACO projects. Oversees the work of a clerical staff of 6.5 FTE. This staff is responsible for both preliminary cataloging workflow and authority control work. Participates in technical services and cataloging department committees. May represent the department on other librarywide committees. QUALIFICATIONS: 1) Education: Graduate degree in library science from an accredited library school required; broad

Reference Coordinator Mabel Smith Douglass Library

We seek a dynamic, creative librarian with good organizational and communication skills to coordinate our reference services. Douglass Library is a busy undergraduate library with emphasis on personalized reference service and bibliographic instruction. There are 6 reference/bibliographers. Depending on qualifications, this position will be the bibliographer for the arts and languages including English and will work closely with the faculty in developing the collection. Serves on University Libraries' Standing Committee on Public Services and assists in recommending public service goals and priorities for the system as well as the unit. In addition to coordinating reference, provides reference, database searches, bibliographic instruction, and collection development, and serves as coordinator with media department. If you have an MLS from an accredited library school and 3 yrs.' relevant experience in an academic library, please apply. Advanced subject degree and scholarly record desirable. Arts background preferred.

Salary: negotiable, dependent upon experience and qualifications, with a minimum of \$30,705. Submit resume and 3 sources for current reference no later than July 14 to: Sandra Troy (APP. #151), Library Personel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.



Equal-opportunity, affirmative-action employer

educational background in social sciences or humanities preferred. 2) Experience: 2 yrs. experience as a cataloger or in a closely related position in an academic or research library required; good knowledge of AACR2 rules, Library of Congress classification and subject analysis; good knowledge of MARC formats and familiarity with Library of Congress rule interpretations required; and working experience as a supervisor preferred. 3) Languages: Working knowledge of German and at least one Romance language is required. SALARY AND BENEFITS: Appointment salary will be based on qualifications and experience. Salary range begins at \$26,500 per year. Benefits include a contributory retirement plan, health and life insurance, 22 vacation days, 6 university holidays, 5 personal holidays, and sick leave. There is a tuition benefit plan for college-age and younger children. Letter of application should include curriculum vitae and names, addresses, and telephone numbers of 3 references. Applications received by July 1 will receive first considered for interviews at ALA Annual Conference in Dallas. Please submit application to: Personnel Officer, University of Chicago Library, 1100 E. 57th St., Chicago, 1L 60637. The University of Chicago is an equal-opportunity employer.

Head of circulation/reserve department. RESPONSIBILITIES: Management and operation of circulation department, including stack maintenance, reserves, copy services, training of student assistants. Oversees operation of the automated circulation system (CLSI Libs 100) and participates in planning for circulation-related functions in an integrated library system. QUALIFICATIONS: ALA-accredited MLS degree; a commitment to quality service; and evidence of successful supervisory expe-



Head, Catalog Department Position #125

The head, catalog department, reports to assistant AUL, technical services. Manages department staff, supports public services and collection development programs of central library system. Coordinates procedures and policies with other cataloging units. Chairs library's Cataloging Policy Committee. Manages workflow, supervision of priorities, and budget development and management. Oversees functions for online catalog (HOMER), and faculty and staff recruitment, training, and supervision. Represents catalog department in technical services department heads meetings.

ALA-MLS, extensive experience in bibliographic control in research library environment; management skills in analysis, short- and long-term planning, and budget preparation; goal setting; and development of priorities. Experience with online catalog and integrated technical services automation.

SALARY: Librarian II \$32,020, Librarian III \$37,974 minimum salary, plus benefits.

POSITION OPEN: July 1, and will remain open until filled.

APPLICANTS, submit letter of application; resume; and names, addresses, and telephone numbers of 3 references. Refer to Head, Catalog Department, Position #125-ALA. APPLY TO: Carolyn J. Henderson, Associate University Librarian for Administrative Services, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.

AA, EOE

rience. Preferred is a librarian with at least 2 yrs.' experience in an automated circulation library system. Salary: \$20,000, faculty status, excellent benefits. Send resume and 3 references by June 15 to: Myra Macon, Director, W. B. Roberts Library, Delta State University, Cleveland, MS 38733. EOE, M/F.

Head, serials department. This tenure-track faculty position reports to the assistant director for technical services. The department head is responsible for the overall management of a department of 3.5 permanent faculty and 10.5 support staff, plus student assistants and retrospective conversion project staff. Departmental responsibilities include central serials acquisitions, original and copy cataloging, recataloging, retrospective conversion, and supervision of the periodicals reading room. Cataloging is performed on OCLC for inclusion in the CARL (Colorado Alliance of Research Libraries) system, including UnCover, its serials contents database. In addition to management of the department, major responsibilities include participating in the ongoing development and implementation of CARL's serials budget allocations, and participating in the overall policy and planning activities of the technical services division. REQUIREMENTS: Master's degree from an ALA-accredited library school, or foreign equivalent; at least 5 yrs.' relevant experience in academic or research libraries, including 3 yrs. in technical services, with a significant component of serials and/or acquisitions work; experience with library automation, including bibliographic networks and local applications; demonstrated planning, supervisory, and interpersonal skills; oral and written communication skills; commitment to public service; potential for research and evidence of scholarly and/or professional achievement. Desirable qualifications: Accomplishment in serials librarianship at a national level; participation in implementation or development of library automated serials control; familiarity with MARC authorities format; experience with retrospective conversion of serials; familiarity materials. This is a 12-mo., tenure-track appointment at the Assistant or Associate Professor level. Faculty perquisites include TIAA/CREF and liberal vacation and sick leave benefits. Salary: \$34,000-\$39,000

depending on qualifications and experience. Position available Aug. 1. Applications should include a statement of qualifications for the position, current resume, and names, titles, addresses, and telephone numbers of 3 references. Apply by July 12 to: Joan McConkey, Assistant Director for Administration, University of Colorado at Boulder Libraries, Campus Box 184, Boulder, CO 80309-0184. The University of Colorado at Boulder has strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

Head, technical services. Manages staff of 7 in cataloging and processing activities. Participates in libraries' administrative group; reports to director. QUALIFICATIONS: ALA-MLS; knowledge of OCLC, AACR2, LCSH, MARC bibliographic and authority standards, and LC; at least 4 yrs.' experience in a cataloging area in an academic library; experience with an online catalog; supervisory experience; excellent analytical, interpersonal, and communication skills. Salary minimum: \$27,000. To apply, send letter of application, resume, and the names of 3 references by June 28 to: Joan Rapp, University of Missouri–St. Louis Libraries, 8001 Natural Bridge Rd., St. Louis, MO 63121; 314-553-5053. An AA, EOE employer.

Humanities librarian (English/American language and literature), temporary appointment. Northern Illinois University Libraries solicit applications for the position of humanities librarian (English/American language and literature). DATE OF APPOINTMENT: Sept. 1. Salary: \$22,000 minimum. TERM OF APPOINTMENT: 12-mo. contract. ACADEMIC RANK: Faculty rank based upon qualifications and experience. Reports to head, humanities & behavioral sciences. EDUCATIONAL REQUIREMENTS: MLS from an ALA-accredited library school required for appointment as Instructor. For Assistant Professor or above, a 2nd master's degree or 30 hrs.' graduate coursework, or equivalent, required in addition to the MLS. Advanced work in English/American literature preferred.

LEADS continued on p. 547

American Libraries/LEADS Summer School

Management for tough times

When the financial going gets tough, shrewd managers can turn adversity to advantage

by Sarah Ann Long and Donald J. Sager

Lesson I: Tools of the trade

Between them, authors Sarah Ann Long and Donald J. Sager have some 48 years of library management experience in good times and bad. Currently, Long heads the Multnomah County (Oreg.) Library and Sager is Milwaukee (Wis.) city librarian and director of the Milwaukee County Federated Library System.

Their two-lesson course launches AL's new "Summer School" feature, a yearly brush-up on timely matters in librarianship. For participants' edification only, AL summer school requires no registration and offers neither CE credits nor certificates. Part two appears next month.

T IS ALWAYS MORE PLEASANT TO spend money or even to raise it than to consider retrenchment for your library. Nonetheless, today's harsh realities are forcing librarians throughout the nation to make hard budgetary choices. Libraries of all types and sizes are facing tough times.

Two cases in point from the East Coast are Boston Public Library and Queens Borough Public Library, Jamaica, N.Y. Both systems are threatened with major cutbacks in their 1990 budgets as their funding authorities struggle to make ends meet. Tough times could cost Boston at least \$1.1 million and Queens up to \$2.3 million. To cope, Boston library officials are considering layoffs and both systems may reduce service hours.

This summer school offering of two lessons, based upon our observations and experiences, summarizes selected strategies and techniques for using fiscally tough times as a positive means to improve your library and its services.

We plan to define what tough times are, briefly review how libraries have dealt with tough times in the past, and show how some administrators are coping today. At the heart of this primer will be some principles of reduction

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budgeting and how to implement these reductions, as well as ways to avoid certain pitfalls.

We define tough times as those occasions when 1) the library has exhausted all alternative revenue sources, or 2) it is just not feasible for library management to undertake such an effort. When an administrator is informed that a 10% cut is needed within 24 hours, it's too late to plan and implement a financial development campaign.

For our discussion, we don't consider as tough times those instances when an institution's budget fails to keep pace with inflation. True, a large number of libraries are not keeping up with the cost of living. In its last two surveys on

ome principles of reduction keeping up with the cost of

public libraries, the National Center for Educational Statistics revealed that institutions serving populations of 500,000 or more have suffered declining budgets in real dollars during the past 10 years.* In fact, a library must double its budget every 10 years just to maintain its services and collections. Implementing new programs inflates budgets even further, and of course, every library should be introducing new programs to cope with the changing needs of its users.

Still, we believe that *really* tough times are those occasions when an administrator must confront real reductions in budget, not merely an erosion due to inflation. We don't

*Statistics of Public Libraries—1977-78 (Washington, D.C.: National Center for Educational Statistics, 1982). Also, Statistics of Public Libraries 1981–1982: Data Gathered by the National Center for Educational Statistics (Chicago: PLA, 1985).

Adversity to advantage No. 1: "Prairie Home" rescue

Tough times can help a library gain badly needed public support, better funding, and improved awareness of the value of good library service—especially if the board, administration, and friends can be as creative and energetic as they were recently in Bettendorf, lowa.

When the new town treasurer discovered a shortfall of \$5.5 million in 1987, the result was a sweeping reduction in all city services. Bettendorf Public Library & Information Center had to reduce its budget from \$503,000 to \$413,000, an 18% cut. Left with little choice, Library Director Faye Clow eliminated staff and reduced services.

The board, the library foundation, and Clow didn't let these tough circumstances get them down. Someone remembered that Garrison Keillor, formerly of National Public Radio's "Prairie Home Companion," had spent part of his youth in Iowa. A call revealed his willingness to return and appear in Bettendorf's special one-day fundraiser.

Organizers reserved the largest theater in the area, which could seat 3,000. The entire theater was sold out in a matter of hours after it was announced that Keillor would be visiting to help the library. Keillor waived his fee, and the fundraising effort netted \$38,000 plus a tremendous amount of public awareness about the library's plight. The goodwill generated by this activity not only helped sustain the library through that difficult year, but carried over into the next year's budget process.

According to Clow, the mutual catastrophe also brought many of the city's departments closer together. Becoming more aware of one another's needs and resources, they improved interdepartment cooperation. In particular, other departments began calling upon the library as never before to provide information and resources.

Evidently, many citizens who contributed to the library's financial development effort also began communicating—to elected officials. Not only were the funds restored to Bettendorf Public Library's budget, but Clow reports that her 1990 budget will be 50% higher than it was prior to last year's cut.

deny that inadequate allocations equal to or less than inflation will drag a library toward mediocrity, stagnation, and eventual decline; we're just distinguishing between slowly bleeding to death, and hemorrhaging. Here, we focus on strategic choices an administrator must make to stop the more serious wounds.

Tooling up

There is a tool box full of techniques which budget- or policymakers can use in cutting a library budget. We believe that managers can be creative in using these techniques to turn crises to their advantage.

One popular method is the **job freeze**. Instead of filling vacancies, administrators reallocate existing staff as resignations occur. A logical approach on the surface, the job freeze enables management to examine a position as it becomes vacant to see whether filling the post is necessary. Because this method takes advantage of normal turnover, no one is let go. Managers avoid a lot of anguish and the expense of unemployment payments. Many public officials prefer the job freeze, not because they are particularly humane, but because they realize a savings of 100% for each vacated post. In a reduction in force requiring terminations, unemployment payouts reduce the savings to 50%.

The insidious problem job freezes create for libraries is that their impact is not readily apparent. Instead, patrons wait longer for service, or discover that a service they rely on is less readily available to them. They may find hours of service reduced, or that books take a week to be reshelved.

Despite these drawbacks, the job freeze can represent a creative opportunity for beleagured administrators. Politic librarians often feel compelled to maintain programs or services which have limited value. Local sentiment may force a public library to maintain a branch that serves a nonexistent or disproportionately small population. As long as adminis-

An administrator faced with a regular pattern of across-the-board cuts soon begins to stockpile personnel and supplies for a rainy day.

trators retain the flexibility to reassign and reschedule remaining personnel, they can use a job freeze to jettison obsolete programs or reorganize services that are not cost effective. For example, public library service to elementary schools was common before the 1960s, when federal money launched school libraries nationwide. When public library budgets tightened in the 1970s, many administrators stretched dollars by curtailing service to schools.

Excising fat

An across-the-board cut is another tool policymakers may use to reduce library budgets. This strategy assumes that every public agency has lots of fat, and that a 3% cut, or some other arbitrarily derived figure, will not significantly reduce service. Penalized by this approach are those administrators who already run as lean an operation as possible, while those who do have real fat find greater incentive to pad their budgets even more in the future. An administrator faced with a regular pattern of across-the-board cuts soon begins to stockpile personnel and supplies for a rainy day, hoping to protect the institution from erratic funding patterns.

Even when faced with across-the-board cuts, creative managers can gain some advantage. Just as managers can use a job freeze to eliminate or reduce ineffective programs, administrators can direct across-the-board reductions at specific targets. The key is in budget pooling. If administrators can pool personnel, materials, and supply budgets, they can find one 3% reduction to eliminate the least effective unit, while protecting more viable operations.

Reclaiming stepchildren



Programmatic reductions represent another budget reduction technique. Policymakers may single out the rare book department, for example, and save money by reducing or eliminating that department's expenditures—staffing, materials, supplies, etc. Typically, man-

agement can take such an action only if the unit or program lacks a constituency, or at least a vocal one. Once the administrator duly communicates that service change to the public, the clientele will either mobilize in protest—earning the attention and respect of the policymakers—or accept the alternative. Ultimately, the latter may prove to be more cost-efficient for the institution and its users. At many libraries the specter of programmatic reductions has prompted officials to step in and mandate that library management reverse an earlier decision by channeling additional funds into former "stepchildren."

Budget authorities still practice zero-based budgeting (ZBB) in some portions of the nation, especially if they gained their initial training or experience in that technique. Developed during the Carter administration, ZBB involves operating managers in the budgeting process by forcing them to analyze unit operations—categorizing each into "decision packages" and then ranking the packages according to their importance.

Each decision package must include 1) a statement of purpose of the activity, 2) a cost analysis, 3) alternative means and costs for achieving the same purpose, 4) measure

Politic librarians often feel compelled to maintain programs or services which have limited value.

Adversity to advantage No. 2: Replacing a library

The City of Milwaukee employs an annual budgeting procedure requiring its departments to measure performance of all units, and, based on results, to recommend elimination of the least efficient operations. For the past several years the Milwaukee Public Library had identified its Center Street Neighborhood Library as a potential for elimination if budget cuts were required.

Center Street serves an inner-city neighborhood with the highest ratio of poverty, unemployment, underemployment, and single-parent families in the city. A majority of the residents are children, and over the past decade the district has become the most densely populated area of the city, with over 50,000 persons. Every economic indicator revealed this was not just the most disadvantaged portion of Milwaukee; it was also the poorest in Wisconsin.

Given the circumstances, city budget officials and the Common Council were unwilling to close the branch. Instead, they focused on the reasons why the facility performed so poorly. It became evident that the branch cost so much to operate and maintain because it was housed in a two-story facility remodeled from a fire station. The building housed less than half of what other branches could offer, and its community room was too small for the programs needed to attract greater usage. Although Center Street's creative staff attracted grants for literacy and other special activities, they lacked sufficient space to effectively implement them.

Thanks to this analysis, the mayor and Common Council agreed to replace the facility with a new \$1.8 million, 15,000-sq.-ft. building. Scheduled to open June 10, the new facility will be equal in size and staffing to Milwaukee's other branches. The state added a grant of \$125,000 to purchase additional equipment, and local corporations and foundations are contributing to enlarge the book collection.

All this proves that budget and performance analysis can work to improve library service, as well as to eliminate inefficiency. An across-the-board cut or a job freeze could have led to the elimination of this branch library. Instead, a more analytical approach allowed library management to inform public officials of the reasons for poor performance, and to explain how a new facility could turn this around.

of performance along with an assessment of the consequences for *not* performing the activity, and 5) a statement of the benefits of the activity. With ZBB, administrators must present each program for approval at the beginning of each budget cycle, starting from a budget base of zero (hence the name). The result: Some programs may be discarded if there are better alternatives, or if officials discover the programs are no longer needed.

Of course, regular planning and evaluation should determine a program's viability, without the tedious ZBB process. But ZBB does enable the library administrator to alert budget authorities to the library's situation. An across-the-board cut or job freeze is a meat-cleaver approach; the policymaker doesn't realize the consequences until the deed is done. Because libraries are public service institutions, a zero-based budget permits a library administrator to give the budget authority early warning of how budget cuts will impact on the public. If the authorities still decide to eliminate a program, at least they will have been forewarned of service consequences.

Paying for output

A performance budget breaks out the costs associated with each service or department of the library, such as youth services, public relations, telephone reference service, etc. Performance budgets establish a linkage between resources and effectiveness by comparing expenditures to measures of service.

For a library required to report its circulation or reference statistics as output measures, declining circulation could lead to declining allocations. There may be some logic to this; presumably a library serving fewer people needs fewer staff. Alternatively, if the book budget is reduced, fewer people will be able to make use of the library, lowering circulation further. Obviously, the cycle can be vicious.

Performance budgeting represents an opportunity for the administrator to justify additional personnel and materials as usage increases. If budgeting authorities are fair, they will have to appropriate that support when performance is on an upswing. But watch out for the decrease in usage!

Another budget analysis technique is allocation-decisionaccountability-performance or ADAP. A budgetary hybrid, ADAP combines aspects of performance budgeting, zerobased budgeting, and programmatic budgeting. It is a fairly

ADAP works like a car wash for public administrators: by the time they've gone through it, they're cleaned out.

innovative technique which has won several international awards, and is being adopted by a number of municipalities.

ADAP works like a car wash for public administrators: by the time they've gone through it, they're cleaned out.

A key aspect of ADAP is that budget makers submit not one but *three* budgets: requested increases, reduced budget (such as 3% below the current budget), and minimum budget (such as 7% below the current year). Administrators are requested to identify whole programs to eliminate if reductions become necessary. Of course, budgeting authorities can compare this year's budget with preceding years, and if the same programs are identified as expendable with some frequency, they become candidates for elimination. Despite this pitfall, ADAP is a better way to budget because it allows the administrator to eliminate programs which have relatively poor performance.

This has been only a brief overview of budgeting techniques, and some strategies library managers might take in coping with them. There are certainly a greater number of budgeting tools used by policymakers we could describe, but we presented this selection to illustrate how a creative manager could use them to improve a library's efficiency.

In next month's lesson, we'll contrast past approaches to adversity with the methods presently used by the profession. We will also review some of the hardnosed principles of reduction budgeting, and suggest how they may be applied in a library environment.

Additional Readings

- Ching-chih, Chen. Zero-Base Budgeting in Library Management (New York: Oryx Press, 1980). Provides an excellent overview of this technique for the library administrator.
- 2. Edie, Margaret. "PPBS: A Bibliographic Survey" in Planning-Programming-Budgeting System (PPBS): Implications for Library Management by Sul H. Lee (Ann Arbor, Mich.: Pierian Press, 1980). A good starting point for information that links planning and budgeting in the library.
- 3. Peters, Tom. *Thriving on Chaos* (New York: Knopf, 1988). The author contends that today's forward-looking manager needs to assume that constant change is inevitable, and that it is essential to break out of existing management routines. Peters supplies many examples of how managers can master change and turn it to their advantage.
- 4. Winston, Stephanie. The Organized Executive (New York: Warner, 1988). Provides a program for productivity, describing how an administrator can better manage time, paperwork, and available funds. Of particular interest are her suggestions on overcoming procrastination and making the work environment more efficient.
- 5. The Bottom Line: A Financial Magazine for Librarians (New York: Neal-Schuman, Quarterly). An exceptional publication of value to any administrator concerned with trends and techniques. Regular columns appear on financial development, budgeting, personal investing, and economic research in the field.

Individuals hired without a 2nd master's degree or 30 hours will be appointed on a fixed-term basis as Instructor during which time they will be expected to complete a 2nd master's degree or 30 additional hours. QUALIFICATIONS: Ability to handle collection development in English/American language and literature and other fields selected from the humanities group (communication studies, philosophy, religion, psychology, theater arts). Ability to handle faculty liaison work required. Experience with library bibliographic instruction or teaching preferred. Experience with online database searching desired. Applicants should demonstrate an ability to communicate effectively with faculty, staff, and students, and be able to work cooperatively in a demanding and changing environment. Experience in academic library preferred. DUTIES AND RESPONSIBILITIES: Participates in library programs for collection management and development, reference desk service, library instruction, and online database searching. Participates in departmental and library planning and policy development. Benefits: Illinois State Retirement System; 24 vacation days; faculty status and rank. DEAD-LINE FOR APPLICATIONS: June 15. Send a cover letter with 1) a complete statement of qualifications, 2) resume of education and relevant experience, and 3) names, addresses, and telephone numbers of at least 3 references to: Gordon S. Rowley, Associate Director, 416 Founders Memorial Library, Northern Illinois University, De Kalb, IL 60115-2868. NIU is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Humanities librarian (fine arts), temporary appointment. Northern Illinois University Libraries solicit applications for the position of humanities librarian (fine arts). DATE OF APPOINTMENT: Sept. 1. Salary: \$22,000 minimum. TERM OF APPOINTMENT: 12-mo. contract. ACADEMIC RANK: Faculty rank based upon qualifications and experience. Reports to head, humanities & behavioral sciences. EDUCATIONAL REQUIREMENTS: MLS from an ALA-accredited library school required for appointment as Instructor. For Assistant Professor or above, a 2nd master's degree or 30 hrs.' graduate coursework, or equivalent, required in addition to the MLS. Advanced work in art history or the fine arts preferred. Individuals hired without a 2nd preferred. Individuals hired without a 2nd masters degree or 30 hours will be appointed on a fixed-term basis as Instructor during which time they will be expected to complete a 2nd master's degree or 30 additional hours. QUALIFICATIONS: Ability to handle collection development for the fine arts and other fields selected from the humanities group (communication studies, philosophy, religion, psychology, theater arts). Ability to handle faculty liaison work required. Experience with library bibliographic instruction or teaching library bibliographic instruction or teaching preferred. Experience with online database searching desired. Applicants should demonsearching desired. Applicants should demonstrate an ability to communicate effectively with faculty, staff, and students, and be able to work cooperatively in a demanding and changing environment. Experience in an academic library preferred. *DUTIES AND RESPONSIBILITIES:* Participates in library programs for collection management and development, reference desk service, library instruction, and online database searching. instruction, and online database searching. Participates in departmental and library planning and policy development. Benefits: Illinois State Retirement System; 24 vacation days; faculty status and rank. DEADLINE FOR APPLICATIONS: June 15. Send a cover letter with 1) a complete statement of qualifications, 2) resume of education and relevant experience, and 3) the pages and description. experience, and 3) the names, addresses. and telephone numbers of at least 3 references to: Gordon S. Rowley, Associate Director, 416 Founders Memorial Library, Northern Illinois University, De Kalb, IL 60115-2868 Will is an equal constitution of the control of the contro 2868. NIU is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Rutgers University Libraries John Cotton Dana Library/Newark Campus

2 tenure-track positions available. Both require an MLS from an accredited library school, 3 yrs.' experience in an academic, research, or special library, and are under direction of the head of public service.

DANA LIBRARY: One of 18 libraries which comprise a unified system, serving a student population of 10,000 and a faculty of 450. Situated in the greater New York metropolitan area, it is easily accessible by public transportation.

Reference Librarian Documents/Social Science (APP. 148)

Provide general and specialized reference services. Overall responsibility for organization and development of government documents collection, which collects 49% of GPO depository items. Supervise small staff. Provide online database searches, bibliographic instruction, and collection development in government documents and social sciences. Liaison to assigned academic programs and departments. 3 yrs.' reference and 2 yrs.' government documents experience required.

Circulation Services Librarian/ Audiovisual Coordinator (APP. 152)

Responsible for a circulation/reserve department of 6+ staff. Coordinate circulation procedures and policies within a unified library system; develop a diverse multimedia collection now consisting of 17,000 items. Some reference desk service required. Knowledge of automated circulation systems, or computer technology applicable to library operations, expected. Familiarity with Geac desirable.

SALARY: Negotiable, dependent upon experience and qualifications, with a minimum of \$30,705. Submit resume and 3 sources for current reference no later than July 14, including appropriate APP. #, to: Sandra Troy, Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.

Equal-opportunity, affirmative-action employer

Librarian, Off-Campus Library Services. New position. RESPONSIBILITIES: Provide reference assistance, library user education, and referral services for Central Michigan University's Extended Degree Program students and faculty involved with graduate-level credit courses offered throughout the state of Michigan, the U.S., and Canada. A marketing orientation in fulfilling these responsibilities is important. MINIMUM QUALIFICATIONS: MLS degree from an ALA-accredited library school and 2 yrs.' professional experience in an academic- or public-library public services setting. Reference experience with education and/or social sciences literature; knowledge of online and/or CD-ROM searching; familiarity with library user education; evidence of excelent communication and interpretable killer. lent communication and interpersonal skills; and a willingness to work a flexible schedule are required. Experience with microcomputing preferred. Salary commensurate with microcomputing preferred. Salary commensurate with qualifications (range \$21,250-\$32,975). Position is a 12-mo. appointment based in Mount Pleasant. Excellent fringe benefits. Central Michigan University is a state institution with an enrollment of 17,000 on-campus students and an off-campus constitution of 1000. an off-campus constituency of about 10,000 individuals. CMU's Off-Campus Library Services program, a nationally recognized model, serves distance learners, sponsors the Off-Campus Library Services Conference, and publishes its conference proceedings to sup-port librarians in this field. Position is available July 1. Applications will be accepted until the position is filled. Review of candidates' files will begin June 20. Submit letter of application, resume, and names, titles, addresses, and telephone numbers of 3 references to: Chair, Selection Committee, 207 Park Library, Central Michigan University, Mount Pleasant, MI 48859. Preliminary interviews possible at ALA in Dallas. CMU is an affirmative-action and equal-opportunity employer.

Librarian. One-half of time in reference, onehalf of time in other areas depending on background and experience. Reference duties will include general reference (evening and weekend rotation required), database searching, and library instruction. Other duties may include multicultural resource development or coordinating a database search service. MLS from an ALA-accredited institution required. Academic background in science or multicultural studies is desirable. Preference will be given to candidates with the ability to relate to an ethnically diverse student population. Faculty rank and tenure-track position. Salary range \$31,680—\$43,896. Starting date Aug. 21 or as soon thereafter as possible. Attractive benefits package. Correspondence, applications, and confidential papers should be sent by June 16 to: A. Zane Clark, Search Committee Chair, Henry Madden Library, Administrative Office, California State University, Fresno, CA 93740-0034; 209-294-2230. An equal-opportunity employer.

Librarian, reference. Responsible for coordinating and directing circulation, reserve, and reference functions and assisting the public services librarian with bibliographic instruction and online database searching. Supervise technical and student assistants in circulation and reserves. REQUIRED: MLS from ALA-accredited school. Knowledge of integrated library automated systems, online database searching, and teaching experience highly desirable. 12-mo. appointment. Minimum salary \$19,000. Position available June 12. Send application and resume to: Lance Foldes, Associate Director, Memorial Library, Berry College, Mount Berry Station, Rome, GA 30149.

Librarian, reference services. In anticipation of the establishment of a new reference position, the Atkins Library of the University of North Carolina at Charlotte seeks an individual who, under the direction of the reference unit head, will primarily work nights and evenings at the reference desk. Other responsibilities will include some library instruction and online searching. The position, in conjunction with the unit head, develops the desk schedule. ALA-accredited master's degree required. 2 or more yrs.' public service experience preferred. Experience with online databases and library instruction is highly desirable. 12-mo. appointment, tenure-track position, rank commensurate with experience. Minimum salary \$21,000. State-mandated benefits. Send resume and the names of 3 references by July 15 to: Raymond A. Frankle, Director, J. Murrey Atkins Library, University of North Carolina at Charlotte, Charlotte, NC 28223. UNC/Charlotte is an equal-opportunity, affirmative-action employer. UNC/Charlotte complies fully with the Immi-

Curator of Special Collections

RANK: Associate Professor or higher (renewable, fixed-term appointment). DUTIES AND RESPONSIBILITIES: Reports to the university librarian. Administers special collections department, consisting of manuscripts, historical photographs, Oregon materials, rare books, and other unique material. Supervises 2 professional and 2 classified staff. Cooperates closely with the rare books/ special collections librarian and the manuscripts curator in seeking and acquiring special collections. Oversees department's access and reference activities. May teach credit courses through the library instruction program or serve as a guest lecturer in other academic departments. May serve on library and university committees. Performs special projects as assigned.

QUALIFICATIONS required: MLS from ALA-accredited library school, or graduate degree in appropriate subject area, preferably with coursework in rare books and manuscripts; minimum of 5 yrs.' experience in special collections in an academic or research library; excellent oral and written communication skills; demonstrated administrative ability and leadership qualities; supervisory experience; positive public relations experience; and ability work successfully with library and university faculty and staff. Desired: Record of achievement in national professional organizations and reading knowledge of one or more foreign languages. SALARY: \$40,000 minimum for 12-mo. appointment. Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross-Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates. APPLICATION DEADLINE: To be fully considered, applications must be received by 5 pm, July 31.

THE UNIVERSITY OF OREGON LIBRARY is an ARL library with current holdings of approximately 1.8 million volumes and over 21,000 serials subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to: Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-686-3056 or Fax: 503-686-3094.

The University of Oregon is an equal-opportunity, affirmative-action institution. In compilance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

Assistant University Librarian for Preservation Malloy-Rabinowitz Preservation Librarian Harvard University Library

As a senior officer (equivalent to an assistant university librarian) reporting to the director of the Harvard University Library, provides universitywide leadership in the development and expansion of preservation activities and coordinates extensive universitywide preservation efforts. The preservation librarian represents the Harvard University Library at relevant conferences and meetings, and is expected to participate actively in the preservation field with preservation agencies, organizations, national programs, and other research libraries.

May supervise the development and management of a processing center. Works closely with the assistant director for external affairs to prepare proposals to federal and private agencies to develop resources in support of preservation programs.

Harvard University Library, founded in 1638, is the oldest library in the United States and the largest university library in the world. This decentralized system of nearly 100 individual library units is coordinated through the Office of the Director. The major libraries include those under 8 faculties, with the Harvard College Library in the Faculty of Arts and Sciences being the largest. The university library holdings exceed 11 million volumes and the total annual budget is over \$40 million.

Harvard University Library is a charter sponsor of the Commission on Preservation and Access. Over the past decade, Harvard has received more than \$2.5 million for preservation programs from the U.S. Department of Education Research Library Resources Program (Title II-C). In Fiscal Year 1988, approximately \$2.2 million was spent universitywide for preservation from university and private sources. An application has been submitted for a major NEH grant to support new and ongoing preservation activities in addition to private funding.

QUALIFICATIONS: Significant professional library experience in preservation, including an intimate knowledge of technological and administrative solutions to preservation problems, familiarity with conservation issues, physical treatment of library materials, and current directions in the preservation and conservation fields; demonstrated organizational ability with strong interpersonal skills; capacity to work within a complex organizational structure to direct large-scale preservation projects involving many independent library units. Experience with grant proposals and knowledge of collection development issues highly desirable.

SALARY: Commensurate with qualifications (range from \$45,000).

Applications will be accepted until June 15. The position will be available on July 1. Send resume to:

Malcolm C. Hamilton
University Personnel Librarian
Harvard University Library
Wadsworth House
Cambridge, MA 02138

Harvard University is an equal-employment-opportunity, affirmative-action employer.

gration Reform and Control Act of 1986. Women and minorities are encouraged to apply.

Library administration (department heads, \$33,000 minimum. Serve as directors on the Library and Instructional Services Administrative Council.) 1) Systems and operations department, consisting of bibliographic control (cataloging, OCLC, networking) and collection development (acquisitions and assessed lection development (acquisitions and assessment), and liaison with the computer center, academic computing, and 2 reference centers. REQUIRED: MLS or equivalent from a library/ information science program accredited by the American Library Association and a combination of relevant administrative and technical experience, 3 yrs. minimally. Demonstrated expertise with bibliographic automated systems (i.e., NOTIS, PALS, CLSI, and alternatives like PCEMAS, Bibliofile, MARCHON), appropriate hardware (including IBM mainframe support). 2) Reference and instructional services department, consisting of reference (manual and online services, and automated reference center), interlibrary loan, library and bibliographic instruction, and 2–4 branch libraries and off-site reference centers. REQUIRED: MLS or equivalent from a library. American Library Association and a combina-REQUIRED: MLS or equivalent from a library/ information science program accredited by the American Library Association, or equivalent experience, and a combination of relevant administrative and technical experience, 3 yrs. minimally (8 yrs.' experience if in lieu of education requirements). Candidates must demonstrate expertise in the program design and delivery of reference services and packaged information, as well as in library/bibliographic instruction and program design, using manual resources, automated information technology, and a variety of media. FSU is a polytechnic university of 11,800 with programs polytechnic university of 11,800 with programs ranging from associate to doctoral degrees, situated in Big Rapids, a community of 15,000, 50 miles north of Grand Rapids. The library and instructional services has a staff ca. 75, budget of over \$2 million, and collections of ca. 1.5 million bibliographic units. Full job descriptions are available by calling: 616-592-3726. Apply (possible interviews at ALA) 592-3726. Apply (possible interviews at ALA Dallas) to the appropriate search committee c/o: Ferris State University Library, Big Rapids, MI 49307-2295. Ferris State University Library and Committee C/O: Ferris State University Library (MI) sity is an affirmative-action, equal-opportunity employer.

Manager of educational technology. Arkansas College, a small, independent, liberal arts college located in the Ozark Foothills, seeks a manager of educational technology. DUTIES INCLUDE administration of educational media center, development of policies and procedures, staff selection and training, and budget development and implementation. Some teaching also required in the areas of photography and/or broadcasting. MINIMUM QUALIFICATIONS INCLUDE a master's degree in library science, educational media, or instructional technology. Also must have 2 or more yrs.' experience in related work and have demonstrated leadership and communication skills. This is a 10-mo. position that provides a minimum salary of \$25,000, 2 weeks' vacation, and competitive fringe benefits. Application deadline is July 1. Send letter of application, resume, and references to: Personnel Director, Arkansas College, POB 2317, Batesville, AR 72503. Arkansas College is an EOE.

Media/microcomputer coordinator. Administrative responsibility for media center/microcomputer laboratory in Undergraduate Library. Participates/coordinates original media cataloging. Provides reference services/bibliographic instruction. Assigned responsibility in UGL book and journal selection. Establish faculty liaison; develop reference aids in areas of subject responsibility. Supervise 2 FTE staff, 2 graduate assistants, and \$27,600 student wage budget. Night and weekend work expected. QUALIFICATIONS required: ALA-accredited MLS. One yr.'s experience in

media center, with nonprint materials or microcomputer facilities. Ability to relate effectively with faculty, staff, and students. Experience in supervision/management. Knowledge of microcomputer hardware and software. Ability to meet university requirements for promotion/tenure. Preferred: Reference and/or bibliographic instruction experience in an academic environment. Desired: Nonprint cataloging experience. SALARY/RANK: \$21,000 upward, depending on qualifications/scholarly credentials. 12-mo. appointment/Assistant Professor. Must meet university requirements for promotion/tenure (librarianship, research, publication, university/professional service). APPLICATION: Send application, resume, and names and addresses of 5 professional references by July 17 to: Allen G. Dries, Library Personnel Manager, Univ. of Illinois Library (U-C), 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-5494. FOR ADDITIONAL INFORMATION, contact: Betsy Wilson, Chair, Search Committee, Undergraduate Library, at 217-333-3489. The University of Illinois is an affirmative-action, equal-opportunity employer.

Media service librarian. George Mason University, rapidly growing institution in northern Virginia (20 miles from Washington, D.C.), seeks librarian to manage library and campuswide media services program in highly automated environment. Will work closely with faculty and other professional staff to develop traditional and nontraditional approaches to instructional support and media services at the university. Develops and produces instructional materials, works with liaison librarians in developing the media collection. Supervise 4.5 classified employees. REQUIRED: ALA-accredited MLS and experience in an academic library media environment. Preferred: 2nd master's degree or coursework in relevant area. Supervisory experience. Understanding and demonstrated application of media technologies and production in libraries, classroom, etc. Familiarity with program evaluation, administration, and development. Salary \$28,000+, depending upon qualifications. Screening will begin June 30. Recruitment will continue until position is filled. Send letter of application, resume, and names of 3 references to: Library Appointments Committee, George Mason University, 4400 University Dr., Fairfax, VA 22030-4444. AA, EOE.

Original cataloger, special collections. Supervise and direct the cataloging of special collection materials including a large collection of Texas, range livestock, and science fiction materials. Catalog and classify monographs and arrange for cataloging of serials located in special collections division. Assign LC subject headings and classification numbers; verify cooperative cataloging from OCLC and revise OCLC input. Maintain an awareness of bibliographic access needs of special collections division and serve as a liaison between processing and special collections divisions. Assist in training new catalogers and supervise 1.5 support staff. QUALIFICATIONS: ALA-MLS. Minimum of 2 yrs.' post-MLS cataloging experience including use of AACR2, OCLC system or similar bibliographic utility, and LC classification and subject headings. Supervisory experience and academic library experience preferred. Salary: \$23,000 minimum for 10.5 mos.; \$24,000 with additional master's. Competitive benefits package. No state income tax. Faculty rank. Texas A&M has an enrollment of 39,000 and is located in Bryan/College Station between Houston and Austin. CLOSING DATE: Applications received by July 1 will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Original cataloger (tenure-track position). The University of Louisville, Kentucky's major state-affiliated urban institution, is located in a city with excellent cultural opportunities and a revitalized downtown area. The University Libraries' system consists of 6 libraries, including the university archives, on 2 campuses with approximately 1 million volumes and 40 faculty and 90 full-time staff. The

libraries are experiencing significant change and growth, including the integration of library functions into NOTIS. RESPONSIBILITIES: Under supervision of principal cataloger, performs original cataloging and edits OCLC member-input copy of monographs and serials in all subjects and MARC formats; establishes name and series authority records; assigns subject headings to University of Louisville theses. QUALIFICATIONS required:

Library Development Officer Rutgers University Libraries

The successful candidate will establish a permanent, ongoing program of development and grantsmanship for the library system. In addition, will create fundraising campaigns, identify potential fund sources, and oversee the development of internal publications.

Bachelor's degree required or related experience plus approximately 3 yrs.' background in fundraising; demonstrated communication, organization, and administrative skills required. Grant administration experience and an MLS preferred.

We offer a minimum salary of \$30,753 plus an excellent benefit package.

Submit resume and 3 sources for current references no later than July 1 to: Sandra Troy (REF #227), Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.



Equal-opportunity, affirmative-action employer

The University of Chicago Library Monographic Cataloger (2 Positions) Serials Cataloger

The University of Chicago Library is seeking candidates for the positions of monographic cataloger (2 openings) and for the position of serials cataloger. The University of Chicago Library holds over 5 million volumes, receives 48,000 current serials, and adds 100,000 volumes each year. The cataloging department is responsible for cataloging monographic materials except for Chinese, Japanese, and Korean, and in all subjects except law. The serials department acquires, records, catalogs, and binds serial materials. All cataloging and processing activities are supported by the library's central data management system. The library participates in the National Coordinated Cataloging Operations (NACO) and is a member of the National Coordinated Cataloging Program (NCCP). Cooperative monographic cataloging with the Library of Congress is performed online through a direct computer link to the Library of Congress database.

MAJOR DUTIES AND RESPONSIBILITIES FOR MONOGRAPHIC CATALOGERS: Under the supervision of the head of the original cataloging section, performs original cataloging of materials in a variety of languages, and in a wide range of subjects; applies AACR2 rules and LC rule interpretations for bibliographic description; performs related authority work; classifies materials according to LC classification system; assigns subject headings in accordance with LCSH; and may participate in special projects such as NCCP and NACO and in the integration of OCLC member copy into the local bibliographic system.

SERIALS CATALOGER: Under the supervision of the head of serial cataloging section, performs original cataloging of serials in a variety of Western European languages and in a wide range of subjects; applies AACR2 rules and LC rule interpretations for bibliographic description; performs related authority work; and classifies serials according to LC classification system and performs subject analysis according to LCSH.

QUALIFICATIONS: 1) Education: Graduate degree in library science from an accredited library school required; broad educational background in social sciences or humanities. 2) Experience: 1–2 yrs.' experience in an academic or research library preferred; good knowledge of AACR2 rules and Library of Congress classification and subject analysis; familiarity with Library of Congress rule interpretations and good knowledge of MARC formats. 3) Languages: Good knowledge of more than one Western European language is required; in addition, good knowledge of Persian, Turkish, or Hebrew is required for one of the monographic cataloger positions.

SALARY AND BENEFITS: Appointment salary will be based on qualifications and experience. Salary range begins at \$22,400 per year. Benefits include a contributory retirement plan, health and life insurance, 22 vacation days, 6 university holidays, 5 personal holidays, and sick leave. There is a tuition benefit plan for college-age and younger children.

Letter of application should include curriculum vitae and names, addresses, and telephone numbers of 3 references. Applications received by July 1 will receive first consideration. Early applications will be considered for interviews at ALA Annual Conference in Dallas. Please submit application to:

Personnel Officer
University of Chicago Library
1100 E. 57th St.
Chicago, IL 60637

The University of Chicago is an equal-opportunity employer.

Reference Services Coordinators University of Tennessee/Knoxville

The John C. Hodges Library is seeking 3 subject coordinators for its newly reorganized reference and information services department, which encompasses general reference, government documents and microforms, library instruction, and database searching. These services are supported by 22 faculty and 8 staff members. RIS is the primary liaison to the teaching faculty and has a major role in collection development. Coordinators report to the head, RIS, and as members of the department's administrative team, participate fully in department activities and in the planning, development, and refinement of effective user services. Some evening and weekend service required. All positions available July 1.

1) Reference Services Coordinator, Social Sciences

Supervises, evaluates, and provides guidance to approximately one-third of the reference faculty, whose liaison responsibilities include the social sciences, the College of Business Administration, and the College of Education. Appointment at Assistant or Associate Professor. Minimum salary \$28,000.

2) Reference Services Coordinator, Humanities

Supervises, evaluates, and provides guidance to approximately one-third of the reference faculty, whose liaison responsibilities are the humanities (including art, classics, languages and literatures, history, philosophy, and religious studies) and the School of Architecture. Appointment at Assistant or Associate Professor. Minimum salary \$28,000.

3) Reference Services Coordinator, Science and Technology

Supervises, evaluates, and provides guidance to approximately one-third of the reference faculty, whose liaison responsibilities include the physical, life, and health sciences; the College of Engineering; the College of Human Ecology; and the College of Nursing. Appointment at Assistant or Associate Professor. Minimum salary \$30,000.

QUALIFICATIONS: All positions require ALA-accredited MLS degree; a minimum of 3 yrs.' academic library experience, preferably applicable to the descriptions and responsibilities outlined above; strong service orientation; ability to work effectively with faculty, students, and staff; excellent interpersonal skills and leadership abilities. Library faculty must meet university requirements for promotion and tenure.

Preferred: Additional graduate degree in an applicable subject area.

The University of Tennessee is a multicampus system of higher education and the state's official university and land-grant institution. UT/Knoxville is the major comprehensive university in the 4-campus system. UTK Library, with an annual budget in excess of \$6.2 million, holds 1.5 million volumes and receives over 18,000 current serials. The new central library facility opened in September 1987. A major library development campaign is now underway. The library is a member of SOLINET, the Association of Research Libraries, and the Center for Research Libraries.

Librarians at the University of Tennessee/Knoxville have faculty rank and status and are appointed for 12 mos. These are tenure-track appointments. Tuition remission is available to university employees; partial undergraduate tuition remission is available to dependent children and spouses of UT employees. There is no state income tax.

Review of applications will begin July 1, and will continue until the positions are filled.

Send letter of application, a current resume, and the names, addresses, and telephone numbers of 3 recent references to:

Jill Keally
Personnel Librarian
University of Tennessee Library
Knoxville, TN 37996-1000

UTK is an EEO, AA, Title IX, Section 504 employer.

ALA-accredited MLS; knowledge of AACR2, LC classification and subject headings, and MARC formats; familiarity with a bibliographic utility; reading knowledge of one or more modern European languages; ability to meet criteria for promotion and tenure; good communication and interpersonal skills. Desirable: Professional or paraprofessional cataloging experience with an automated system, such as NOTIS; familiarity with LC cataloging practices and rule interpretations. BENEFITS: Excellent fringe benefits including 22 working days' leave per year, usual holidays, life and health insurance options, retirement plans, tuition remission. SALARY: \$18,000 minimum. SCREENING OF APPLICATIONS will begin: July 15. Send letter of application, current vita, and the names, addresses, and phone numbers of 3 references to: Tyler Goldberg, Chair, Original Cataloger Search Committee, Ekstrom Library, University of Louisville, KY 40292. The University of Louisville is an EEO, AA employer.

Processing coordinator (newly created position). Faculty, tenure-track appointment. The processing coordinator has an academic-

year, guaranteed summer position, and reports to the library director. The position is a renewable 3-year appointment, at the pleasure of the library director and the library faculty. The University of Wisconsin–Stevens Point is one of 13 degree-granting campuses in the University of Wisconsin System. The university is located in central Wisconsin, 110 miles north of Madison. Currently there are approximately 9,000 students and 550 faculty and academic staff members. The university library has a collection exceeding 300,000, a select government depository of 750,000, and a staff of 34, including 16 faculty. The library is a highly automated component of a regional and campus network, using OCLC LS/2000 online cataloging and circulation system, Faxon serials control, ACQ-350 acquisitions system, and online and compact disc technology. DESCRIPTION: The processing coordinator coordinates and integrates monographic and serials acquisitions, cataloging, collection maintenance, and circulation services (including the main, reserve, periodicals, IMC, and government documents units). The processing coordinator is directly responsible for the development and coordination of processing operational functions and services in the

university library. The coordinator is responsible for the formulation and management, in consultation with library faculty and staff, of processing policies. *QUALIFICATIONS*: MLS from an ALA-accredited institution; 2nd master's or specialist degree is required for tenure as a faculty member; knowledge of, and experience with, automated systems and a bibliographic utility in an academic library; successfully demonstrated managerial and supervisory skills; commitment to shared governance; evidence of continual professional growth; strong communication and interpersonal skills. Appointment date: As soon as possible after July 1. Rank and salary: \$24,400 minimum (Assistant Professor); salary and rank dependent on qualifications and experience. *DEADLINE*: The Search and Screen Committee will begin reviewing applications on July 1, and will continue to do so until the position is filled. *APPLICATION PROCEDURE*: Please send letter of application, resume, and 3 names of references, addresses, and phone nos. Apply to: Carole Van Horn, Chair, Processing Coordinator Search and Screen Committee, University Library, Learning Resources Center, University of Wisconsin—Stevens Point, 900 Reserve St., Stevens Point, WI 54481; 715-346-3601. The University of Wisconsin is an equal-opportunity, affirmative-action employer.

Rare materials catalog librarian, Duke University. 2-year temporary position, with possibility of becoming permanent. Under general supervision of the head, rare materials cataloging unit, monographic cataloging department, position is responsible for original and selected copy cataloging of 15th–20th-century English and Western language materials, in all subject areas, acquired for the rare book room in Perkins Library. DUTIES IN-CLUDE bibliographic description, as well as subject and authority work. Librarian will also have the opportunity to assist with unit planning, to participate in setting rare materials cataloging policy, to interact with rare book room staff, and to participate in the management process through contribution to discussion of library issues at various levels. POSI-TION REQUIRES ALA-accredited MLS; course of study or relevant experience emphasizing rare materials; knowledge of Latin; reading knowledge of at least one other Western language; ability to work efficiently and independently; effective oral and written communication skills; flexibility; ability to work well with others. Desired qualifications include experience in cataloging rare books; cataloging experience in an automated environment; knowledge of AACR2 cataloging rules and Library of Congress subject headings; familiarity with Bibliographic Description of Rare Books; subject background in Western religion; reading knowledge of Hebrew or Greek; knowledge of OCLC formats and MARC tagging. BENEFITS: Academic ranks, TIAA/CREF and other retirement options, excellent health care programs, and assistance with relocation costs. Salary: \$22,250—\$24,250.
Applications received by June 30 will be given first preference. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Ann F. Stone, Personnel Librarian, Duke University Library, Durham, NC 27706. Affirmative-action, equal-opportunity employer.

Readers' services, head. Dawes Memorial Library, Marietta College, is seeking qualified candidates for the position, head of readers' services. Position affords the opportunity to work in a team environment where creativity and new program initiatives are encouraged. Marietta College is a nationally recognized liberal arts institution located in historic southeastern Ohio river town. Library maintains a vital collection of 290,000 volumes and non-print materials. Department head supervises work of staff (3.5 FTE support staff and 25 student assistants) in reference, circulation, interlibrary loan, and audiovisual center.

Duties include providing general reference services, performing online searches, planning and participating in library instruction program, and responsibility for development of reference and government documents collections. Head of readers' services reports to college librarian. ALA-accredited MLS required; 3 yrs.' experience in academic reference services including online searching preferred. Excellent communication and interpersonal skills essential. Candidates should possess organizational ability and a willingness to contribute to making library management and policy decisions. Minimum salary \$21,000 for 12 mos.; faculty rank. 20 vacation days plus fringe benefits package. Preferred starting date Sept. 1. Review of applications begins July 20, and will continue until position is filled. Send application letter, resume, and names of 3 references to: Sandra B. Neyman, College Librarian, Dawes Library, Marietta College, Marietta, OH 45750. AA, EOE.

Reference and information services librarian, Mary Washington College. Mary Washington College invites applications for the reference and information services librarian which will begin on Aug. 1. THE RESPON-SIBILITIES WILL INCLUDE maintaining general reference materials, being member of the bibliographic instruction program, managing information technologies, and introducing microcomputer applications in public services of a highly automated new library serving a liberal arts college community of 3,160. Preferred qualifications include ALA-MLS, experience in and demonstrated knowledge of microcomputer applications, variety of CD-ROM products, and integrated online system (VTLS preferred); ability to work effectively with students, faculty, and college staff and experience in implementing a bibliographic instruction program for undergraduates. Salary range \$28,000—\$34,000 depending upon experience and qualifications, with professional rank and state benefits. Mary Washington College is a state-supported, undergraduate, liberal arts institution with a library collection of 285,000, VTLS, OCLC/SOLINET. To apply, a letter of application, resume, and names of 3 references should be sent by July 1 to: LeRoy S. Strohl, Library Director, Mary Washington College, Fredericksburg, VA 22401-5358. AA, EEO.

Reference/collection development librarian (science and technology subject specialist), Joyner Library, East Carolina University. RESPONSIBILITIES: Participates in all aspects of reference service including service at the reference desk, online/CD-ROM database searching, and bibliographic instruction. Acts as liaison to the science and technology departments and develops the reference and stack collections in these subject areas. Department staff of 12 includes 9 librarians. 12-mo., tenure-track faculty appointment. Salary \$22,000 minimum, depending on qualifications. Research and publication expected for tenure and promotion. QUALIFICATIONS: ALA-accredited MLS, strong oral and written communication skills, and reading knowledge of a foreign language. Reference experience in an academic or research library, 2nd master's degree, and experience with library applications for microcomputers preferred. East Carolina University's libraries serve a campus community of over 15,000 students and 950 faculty. The university is a constituent institution of the 16-campus University of North Carolina. Screening of applications will begin Aug. 1, and continue until position is filled. Official transcripts from each college or university attended will be required prior to any offer of employment. Send letter of application, resume, copies of transcripts, and names of 3 current references to: Jo Ann Bell, Acting Director of Academic Library Services, Joyner Library, East Carolina University, Greenville, NC 27858-4353. Federal law requires proper documentation of identity and employability at the time of employment. It is requested this documentation be included with

Slavic Serials Cataloger

Stanford University Libraries

We are looking for someone to join the Serials Department who is self-motivated, welcomes professional growth, is challenged by a broad variety of responsibilities, enjoys being part of a large academic library community and has strong interpersonal skills.

QUALIFICATIONS: B.S. in Slavic Studies and MLS or equivalent; demonstrated working knowledge of Russian; understanding of Slavic and East European bibliography; understanding of and experience with MARC tags, LC subject headings and classification numbers.

DUTIES: Coordinates and performs original cataloging of Slavic and East European language serial materials; has indirect supervisory responsibility for other Slavic serials acquisition and cataloging staff; serves as liaison with the Slavic Curator's Office; catalogs in a wide variety of languages, subjects and formats.

Assistant/Associate Librarian with initial salary within range of \$27,000 - \$41,400 depending upon qualifications and experience. Send letter of application, resume and names of 3 professional references by July 21, 1989 to Irene Yeh, 906-AL, Acting Library Personnel Officer, Stanford University Libraries, Stanford, CA 94305-6004. EEO/AAE. Full Vacancy Listing available on request.

STANFORD UNIVERSITY



your application. East Carolina University is an affirmative-action, equal-opportunity employer and, as such, encourages applications from women, blacks, and other minorities.

Reference/interlibrary loans librarian, University of California/Los Angeles. DUTIES: Serves at reference desk; performs online ready reference searches using Dialog, OCLC, RLIN, and other vendors and databases; develops and delivers bibliographic lectures in subject fields of social sciences and humanities; conducts ORION/MELVYL demonstrations; assists in training and supervision of library school student assistants at reference desk when on duty during evenings and weekends. Interlibrary loans responsibilities include bibliographic verification of materials requested on interlibrary loan, assisting head of ILS division in resolving special problems, in conducting special studies of interlibrary loan operations, and in planning and implementing new computer hardware/software applications. QUALIFICA-TIONS: Strong academic background or library experience in a subject field of social sciences or humanities. Strong aptitude for bibliographic detail and of analytical and organizational skills. Reading knowledge of at least one non-English language. Experience

with, or strong potential for, instruction and/or library applications of microcomputers for use in reference and interlibrary loans desired. Salary: \$26,136—\$54,060. Applications received before June 30 will receive first consideration. Mail application letter and resume, including names of 3 references, to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, UCLA Research Library, 405 Hilgard, Los Angeles, CA 90024-1575. UCLA is an EEO employer actively seeking minority applicants. All persons hired will be required to show proof of their identity and right to work in the U.S. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers.

Reference librarian and coordinator of bibliographic instruction, reference department, Ekstrom Library, University of Louisville (tenure-track position). The University of Louisville, Kentucky's major state-affiliated urban institution, is located in a city rich in history and with excellent cultural opportunities. The University Libraries' system consists of 6 libraries, including law and health sciences, as well as the university archives. Located on 2 campuses, the librar-

2 Positions

1) Assistant Director of Libraries for Administrative Services

RESPONSIBILITIES: Under the general direction of the director of libraries, responsible for the effective management of facilities and personnel resources. Assist director in planning, implementing, and monitoring the library's budget. Direct all activities associated with personnel management and staff development. Responsible for the maintenance of physical facilities and the security of patrons, staff, and materials. Participate in the overall management, policy formulation, and planning for the libraries.

REQUIREMENTS: ALA-accredited master's of library science. 2nd master's or higher degree required. Minimum of 5 yrs.' experience in an academic library with increasing administrative responsibility. Proven record of successful management and motivation of personnel. Commitment to team management in a dynamic organizational environment. A record of professional involvement on the state and national level. Excellent oral and written communication skills.

SALARY: Range \$31,000-\$43,500 for a 12-mo. appointment.

APPLICATION: Applications received by July 15 will be given first consideration. Position available Aug. 1. Send letter of application, resume, a one-page statement of leadership philosophy; and names of 3 references to: E. Dale Cluff, Director of Libraries, Texas Tech University, Lubbock, TX 79409-0002.

2) Head, Acquisitions

RESPONSIBILITIES: Under the direction of the associate director of libraries for information access and systems, responsible for all activities associated with acquiring books, periodicals, and other materials, regardless of format. Directs the operation of order/verification, receiving, serial maintenance, and current periodicals and microforms. Administers a materials budget of \$1.7 million. Member of the library's Administrative Council.

REQUIREMENTS: ALA-accredited master's of library science. 2nd master's degree desirable. 5 yrs.' specifically related, progressively responsible professional experience that includes knowledge of materials sources and acquisitions procedures. Ability to manage and motivate a staff of 12.5 FTE. Excellent oral and written communication skills. Commitment to team management in a dynamic organizational environment. A record of professional involvement.

SALARY: Range \$27,000-\$38,000 for a 12-mo. appointment.

APPLICATION: Applications received by July 15 will be given first consideration. Position available immediately. Send letter of application, resume, a one-page statement of management philosophy, and names of 3 references to: E. Dale Cluff, Director of Libraries, Texas Tech University, Lubbock, TX 79409-0002.

GENERAL INFORMATION: The State of Texas pays 88% of the employee portion of Social Security for the first \$16,500 of salary; choice of optional retirement programs including TIAA/CREF; no state or local income tax. Texas Tech, one of 5 comprehensive state universities in Texas, has an enrollment of 24,000 students. It is located in Lubbock, a cultural, commercial, educational, and medical center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a total budget of over \$4 million. Planning for an online catalog is underway. For information about preliminary interviews at the American Library Association Annual Conference in Dallas, contact E. Dale Cluff at 806-742-2261.

Texas Tech is an affirmative-action, equal-opportunity employer.

ies employ 40 faculty and 90 full-time staff, contain approximately 1 million volumes, support an acquisitions budget of \$2 million, and add 30,000 volumes annually. The libraries are members of SOLINET and are experiencing significant change and growth, including the integration of library functions into NOTIS. RESPONSIBILITIES: Under supervision of head, reference department, develops introductory undergraduate bibliographic instruction program and coordinates the program at other levels; participates in bibliographic instruction; provides general reference service, including night and weekend duty; conducts online database searches; instructs and assists users with CD-ROM databases and NOTIS online public access catalog; and selects reference required: ALA-accredited master's degree in library science, 2 yrs.' prior experience in formal bibliographic instruction in a classroom setting and in providing reference assistance at a general reference desk in an academic or research library; knowledge of online database searching; ability to meet promotion and tenure criteria; strong interpersonal and writ-ten and oral communication skills; demonstrated leadership ability and organizational skills. Desired: Experience in conducting online database searches with BRS or Dialog; experience in using and/or assisting users with CD-ROM databases and/or an online public access catalog, preferably NOTIS; college-level classroom teaching; and an advanced degree in a subject discipline in the humanities, social sciences, biological sciences, or life sciences. Applicants with experience in academic or research libraries will be given preference. BENEFITS, SALARY, AND RANK: 22 days' leave, holidays, life and health insurance options, choice of 3 retirement plans, including TIAA/CREF, and tuition remission. Salary minimum of \$19,500, and rank dependent upon experience and qualifications. Review of applications will begin July 15. Submit letter of application, current vita, and the names, addresses, and phone numbers of at least 3 references to: Kay Womack, Chair, Reference Librarian Search Committee, Reference Department, Ekstrom Library, University of Louisville, Louisville, KY 40292. An equal-opportunity, affirmative-action employer.

Reference librarian/business specialist. Search reopened. Assist in providing reference services in business subjects, social sciences, and humanities. MINIMUM RE-QUIREMENTS: MLS degree from an ALA-accredited school; reference experience, including work with business materials; knowledge of business literature; experience with bibliographic instruction, online searching; working knowledge of one modern European language. Acts as liaison to the Business School faculty. Salary \$24,000—\$26,000. Excellent fringe benefits. Open August 1989. Send resume by July 6 to: James DeLancey, Georgetown University Library, POB 37445, Washington, DC 20013. GU is an equal-opportunity, affirmative-action institution in employment.

Reference librarians (2 or more positions). The University of Missouri–St. Louis' Thomas Jefferson Library is seeking librarians to provide general reference desk service and associated reference activities and to participate in collection development. The library is

being renovated, will soon move into a \$6 million addition, and has recently gone through a major reorganization. The reference division consists of 8 professionals. RE-QUIRED QUALIFICATIONS INCLUDE an ALA-accredited MLS and a commitment to excellent service and professional development. Experience in reference, bibliographic instruction, use of an online catalog, online searching, or collection development is desirable. A subject master's degree is also preferred. Individual positions will include primary responsibility for bibliographic instruction or online services. Salary: \$20,000 minimum, commensurate with experience. Applications received by June 28 will receive priority consideration. Positions will remain open until filled. To apply, send letter of application, resume, and the names of 3 references to: Sandra Snell, University of Missouri–St. Louis Libraries, 8001 Natural Bridge Rd., St. Louis, MO 63121; 314-553-5060. An AA, EOE employer.

Reference/technical services librarian. An innovative beginning-level position offering an unusual opportunity for gaining experience in reference services and various areas of technical services. Initial responsibilities will include electronic reference services, online cataloging, and catalog management using OCLC and NOTIS. REQUIRED: ALA-accredited MLS degree, good oral and written communication skills, excellent interpersonal skills. Desirable: 2 yrs.' related experience and demonstrated evidence of adaptability. Faculty status, tenure-track. Excellent fringe benefits. Minimum salary \$20,000. To ensure consideration, applications must be postmarked no later than June 30. Send letter of application, resume, and names/addresses/phone numbers of 3 current references to: Betsy Hine, Chair, Library Search Committee, Indiana State University, Terre Haute, IN 47809. ISU is an equal-opportunity, affirmative-action employer.

Resource development librarian, humanities. RESPONSIBLE FOR all collection development activities in the humanities, including selection of materials and evaluation of collections. Monitors funds associated with collection development in the humanities. Coordinates gifts and exchange program. Hires, trains, and supervises 2.5 support staff. Works with academic faculty in collection building. QUALIFICATIONS: ALA-MLS. Minimum of 2 yrs.' professional (post-MLS) experience, preferably in an academic library. Academic background in the humanities required. Knowledge of at least one foreign language required; a modern European language desirable. Knowledge of OCLC and major print and online bibliographic tools. Requires organizational, analytical, and supervisory skills; effective communication skills; and the ability to work effectively with faculty, staff, and students. Salary: \$23,000 minimum for 10.5 mos.; \$24,000 with additional master's. Competitive benefits package. No state income tax. Faculty rank. Texas A&M has an enrollment of 39,000 and is located in Bryan/ College Station between Austin and Houston. CLOSING DATE: Applications received by July 1 will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Science/engineering librarian. Wichita State University Library is seeking a science/engineering librarian who will serve in a general university library setting as library liaison to the College of Engineering and other departments as assigned, and function as a member of the Institute of Aviation Technology transfer team. Will assist users at a general reference desk, take part in bibliographic instruction and

collection management programs, and provide computer searches. Participates in reference and collection management decision making and in library and university activities. As a member of the Institute of Aviation Technology transfer team, provides information on services to the aircraft industry and to business, industry, and inventors. An ALA-accredited MLS and an undergraduate degree in engineering or the physical sciences, or experience as a science librarian, is required. An additional graduate degree in a scientific field is desired. Wichita State University is an urban institution with an enrollment of 17,000. The library is fully automated on the NOTIS system. Librarians at Wichita State enjoy faculty rank, privileges, and responsibilities. Wichita is an active, growing city with a population of 350,000. Professional activities and conference attendance are supported by and conference attendance are supported by the library. Starting salary is \$22,000-\$27,000 for 12-mo. appointment, depending on experi-ence and qualifications. The successful candidate will be eligible for tenure review. Benefits include TIAA/CREF, and a choice of Blue Cross-Blue Shield or HMO. Preference will be given to applications received by July 15, but applications will be accepted until the position is filled. Letter of application, resume, and names of 3 references should be sent to: Joan Hubbard, Coordinator of Collection Development, Wichita State University, Campus Box 68, Wichita, KS 67208. Wichita State University is an affirmative-action, equal-opportunity employer.

Science librarian. The University of Missouri-Columbia Library is seeking qualified applicants for the position of science librarian. PRINCIPAL RESPONSIBILITIES INCLUDE providing reference service to library users (including some evening and occasional weekend hours); online searching; assisting in training end users on online databases and CD-ROM databases; providing bibliographic instruction; developing printed materials; performing collection development activities for science disciplines; serving as liaison with faculty; and maintaining awareness of new informational tools and technology. RE-QUIRES minimum of a master's degree from an ALA-accredited program; significant coursework in science disciplines or science reference is preferred but not essential. Reference experience in an academic or special library helpful; competency through experience or training in online database searching required. Ability to communicate well orally and in writing; strong service orientation; ability to work in a team environment where services are expanding and where there is considerable scope for new program initiatives including the application of new technologies to service delivery. MINIMUM SALARY: \$20,000 for 12 mos. commensurate with experience. Benefits include 30 vacation days per year, vested retirement after 5 years, dental insurance, and other normal fringe benefits, including 75% tuition waiver. COLUMBIA is in the middle of the state on 1-70, only 2 hours from St. Louis and Kansas City, and 1.5 hours from the Lake of the Ozarks major recreational area. The university and 2 other colleges provide superb cultural events. According to the ACCRA Composite Index, the cost of living in Columbia is very reasonable when compared with other university communities. AVAILABLE: Sept. 1. Applications received by Aug. 1 will receive first consideration. Send letter of application, names of 3 references, and resume to: Pat Burbridge, Personnel Coordinator, 104 (AL) Ellis Library, University of Missouri—Columbia, columbia, MO

Science reference librarian (search reopened). The University of Idaho Library seeks flexible, outgoing individual for reference/collection development duties in a divi-

University of Texas at El Paso 2 Positions: 1) Head, Access Services 2) Head, Government Documents/Maps Section

The University of Texas at El Paso invites nominations and applications for the positions of head, access services, and head, government documents/maps section.

- 1) Head of Access Services. Salary range: \$28,000-\$32,000. Management position responsible for supervision, coordination, and planning for 3 vital areas: circulation and reserves, interlibrary loan, and current periodicals/microforms reading area. Staffing consists of one professional librarian, 12.5 staff, and student assistants. Reports to the associate university librarian and works closely with library administrator in setting public service policies and procedures and in developing departmental and staff goals and objectives. Manages the NOTIS circulation subsystem. Participates in collection development activities and is involved in librarywide planning and related activities. REQUIREMENTS: Minimum of 5 yrs.' professional public service experience; minimum of 2 yrs.' experience in circulation and 2 yrs.' supervisory experience; and knowledge of interlibrary loan procedures. Excellent interpersonal skills a must.
- 2) Government Documents/Maps Section Head. Salary \$23,000-\$25,000. Management-level position responsible for the library's selective U.S. depository program, state and local documents, and maps collection. Reports to head of reference, documents/maps department. Directs activities of 3.5 FTE staff and student assistants. The documents section selects approximately 50% of available materials and is responsible for both technical processing and reference services. Documents section head works closely with the reference/documents head in setting public service policies and procedures and in developing goals and objectives of the section and staff. Participates in coverage of the main reference desk on a regular basis and assists with bibliographic instructional programs. Involved in collection development activities and participates in librarywide planning and related activities. REQUIREMENTS: Minimum of 3 yrs.' experience as a professional librarian—with minimum of 2 yrs.' relevant experience in a 50%-selective government documents depository and 2 yrs.' supervisory experience; and experience in online database searching. Maps collection experience and reference background desirable.

Both positions require MLS from an ALA-accredited library school.

UTEP is a commuter campus, with approximately 15,000 students and 450 faculty. A modern, 6-floor library building, opened in 1984, houses a centralized collection of over 750,000 volumes. Library staff consists of 22 professionals, 45 support staff, and 100 student assistants. The NOTIS system is currently used for cataloging, the online catalog, and circulation. El Paso, located on the U.S.–Mexican border, offers a bicultural environment, year-round sunshine, a mild winter climate, and easy access to Mexico, New Mexico, and Arizona.

Application review will begin after June 1, and the position will remain open until filled. Will be interviewing at ALA in Dallas.

For additional information and a complete job description, write or call:

Mary Keckley, Associate University Librarian University of Texas at El Paso Library El Paso, TX 79968-0682 915-747-5683

UTEP is an equal-opportunity, affirmative-action employer.

sional science/technology library. REQUIRED: ALA-accredited MLS. Preferred: Science reference experience; science background; computer searching experience/training. BEN-EFITS: Full faculty rank and benefits, \$20,000—\$24,000 depending on experience. The University of Idaho offers the cultural opportunities and amenities of a university town, while being located in the midst of an outstanding outdoor recreation area, within easy drive of national parks and wilderness areas. Application review begins June 30 (may be extended until a suitable candidate applies). Send vita and names of 3 references to: Ronald W. Force, Selection Committee Chair, University of Idaho Library, Moscow, ID 83843; 208-885-7070. AA, EOE.

Senior assistant librarian, public services department (tenure-track, full-time). Salary range: \$2,640-\$3,658/mo. Application deadline: June 30. QUALIFICATIONS: MLS from an ALA-accredited library school or equivalent. Reference and instructional skills. Interest in, experience with, or recent coursework in online database/CD-ROM reference services. Desirable: Leadership/organizational ability and strong interpersonal communication skills. Ability to assist in long-range planning and coordinating of equipment and facility needs for computerized reference services. Provides reference services for students and faculty; provides bibliographic instruction; chairs the Reference Database Committee;

coordinates training programs and maintains computer instruction manuals. Submit letter of application, resume, and names, addresses, and phone numbers of 3 professional references to: Ann Waggoner, Chair, Public Services Department, Oviatt Library, California State University/Northridge, 18111 Nordhoff St., Northridge, CA 91330. An affirmative-action, equal-opportunity, Title IX, Sections 503 and 504 employer.

Social sciences reference/bibliographer, information services department, Syracuse University Library. Reports to head, information services department. Responsible for collection development in the social sciences with emphasis on public administration and political science. Serves as faculty liaison with appropriate departments, including the Maxwell School of Citizenship and Public Affairs. Provides an array of reference/user services including online database searching and bibliographic instruction in subject specialization. Contributes to major bibliographic publication in the social sciences. REQUIRED: MLS from an ALA-accredited institution; at least 4 yrs. experience in a research library or equivalent setting; experience in collection development in the social sciences; experience in online database searching; familiarity with data files and microcomputers; knowledge of contemporary issues in reference and collection development; strong service orientation; demonstrated writing/editing skills; effective oral communication skills; ability to work

ACADEMIC LIBRARY continued

collegially in a large departmental setting; commitment to promotion of traditional and electronic information services and collections. *Preferred:* Graduate degree in political science or public administration; working knowledge of at least one modern European language; experience with U.S. and international documents collections; experience with current library technology. *SALARY:* Commensurate with education and experience; minimum \$26,000. Applications received by July 1 will be given first consideration. Send letter of application, resume, and the names and telephone numbers of 3 references to: Search Committee for Social Sciences Reference/Bibliographer, Syracuse University Library, Offices, Syracuse, NY 13244-5300. Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly

interested in the applications or nominations of women and minorities.

EDITING/PUBLISHING

Publicity manager. Simon & Schuster, a world leader in the publishing industry, has a newly created position available for an individual with demonstrated creative ability. RESPONSIBILITIES for this high-visibility position include publicizing J. K. Lasser and Arco titles and overseeing publicity for Brady, software, and Webster's New World Dictionary lines. To qualify, our ideal candidate must possess 3+ yrs.' book publicity experience, preferably with a reference publisher. Strong emphasis on writing, plus national media contacts, are necessary. Salary low to mid-\$30s, commensurate with experience,

ALA

Editor

American Libraries, the monthly news magazine of the American Library Association, is conducting a search for an editorial professional experienced in all phases of magazine writing, editing, and production. Our editor is responsible for managing a staff of 8 and a host of freelancers on the production of this award-winning, 4-color journal. With an operating budget of \$1.2 million, the editor will develop long-range strategic plans to enhance the magazine's service to the library profession and maintain a strong level of advertising revenues. Knowledge of the application of electronic editing systems and strong supervisory experience, along with a masterful command of English and an understanding of the technological challenges and career concerns of the professional librarian are essential qualifications. Candidates must have an advanced degree in journalism and/or library/information services and at least 5 yrs.' demonstrated experience in a relevant editorial/publishing capacity.

We are offering a starting salary of \$39,000-\$45,000.

Our attractive benefit package includes low-cost health and dental insurance, 4 weeks' paid vacation, and an attractive tax-deferred retirement plan (TIAA), which offers 100% Association matching and immediate vesting.

For confidential consideration, submit resume and complete salary history by July 15 to:

Marla Powers Gibson
Director of Personnel
American Library Association
89-ED/AL-1X
50 E. Huron St.
Chicago, IL 60611

The American Library Association is an affirmative-action, equal-opportunity employer.

Applications are invited from women, minorities, veterans, and disabled individuals.

Search Reopened: Director Membership Services

The American Library Association is conducting a search for a director of membership services. This highly visible and challenging position is responsible for the coordination and management of services to our 47,000 members, and includes membership recruitment and retention activities and implementation of member benefits programs. Also responsible for chapter relations activities, including program development, coordination, and communications with 56 regional chapters.

Candidates need a knowledge of libraries and the library market, and knowledge of marketing techniques, market research, and public relations. Supervisory experience and knowledge of computer systems and database management essential. A bachelor's degree required. MLS preferred.

Starting salary range: \$35,557-\$44,446.

Our generous benefit package includes 4 weeks' vacation, health and dental insurance options, and TIAA/CREF with immediate vesting and 100% Association matching.

For consideration, submit resume and 3 names of references by July 15 to:

Marla Powers Gibson
Director of Personnel
American Library Association
89-MS/DMS-2X
50 E. Huron St.
Chicago, IL 60611

The American Library Association is an affirmative-action, equal-opportunity employer. Applications are invited from women, minorities, veterans, and disabled individuals. and an excellent benefits package. Send resume to: Human Resources Department, 1 Gulf and Western Plaza, New York, NY 10023; Attn.: M. Crystal. Only candidates under consideration will be contacted.

LAW LIBRARY

Head of government documents/microforms. Manage selective depository for U.S. government documents and microform collection; build state documents collection, participate in collection development, serve as member of reference staff. Salary \$27,000. Generous fringe benefits. REQUIRED QUAL-IFICATIONS: MLS, experience with government documents. Preferred qualifications: Supervisory and law library experience. Available immediately. Application deadline July 1. Send resume to: Jim Hart, University of Cincinnati, OH 45221-0142. The University of Cincinnati is an affirmative-action, equal-opportunity institution.

Librarian III (law), State Library of Iowa. Details: see ad, p. 559.

LIBRARY EDUCATION

Library education, Assistant or Associate Professor. Full-time, tenure-track position beginning Aug. 28. The successful candidate will have prior teaching and school library experience, and hold an MLS degree with a doctorate in a related field. ABD candidates will be considered if dissertation is near completion. Among the courses to be taught are school library administration and materials selection. Salary negotiable to \$23,000 for 9 mos. Applications will be accepted until position is filled. Send resume with 3 references to: Virginia Plumley, Chair, Search Committee, Learning Resources Center, JH 103, Marshall University, Huntington, WV 25755. An affirmative-action, equal-opportunity employer.

MEDICAL LIBRARY

Education coordinator. The McGoogan Library of Medicine of the University of Nebraska Medical Center is seeking an enthusiastic and highly motivated individual to create and implement an education program. The education coordinator will plan, coordinate, and evaluate a variety of educational programs for UNMC faculty, students, and library staff. This will include providing library-sponsored information retrieval and management classes, course-integrated library instruction, and other appropriate educational offerings. The coordinator will also be responsible for designing and implementing a training program for course instructors, and developing instructional materials. The coordinator will draw upon the personnel resources of the library to develop the program. This position reports to the associate director for public services. THE POSITION REQUIRES: 1) master's degree from an ALA-accredited school; 2) experience with information retrieval and management; 3) teaching experience with adult learners; 4) excellent communications and interpersonal skills; and 5) familiarity with microcomputers and online information retrieval. Preferred qualifications include: 1) experience in a health sciences library; 2) teaching experience in a library setting; 3) experience with integrated library systems; and 4) familiarity with educational design. This is a faculty appointment with appropriate privileges, responsibilities, and fringe benefits. Salary is negotiable from a minimum of \$22,000 for a 12-mo. appointment. Review of applications will begin July 31 and will continue until a final candidate is selected. Interested individuals should send a resume and 3 references to : Phyllis Bellows, Adminstrative Assistant, McGoogan Library of Medicine, University of Nebraska

Medical Center, 42nd and Dewey Ave., Omaha, NE 68105-1065. The University of Nebraska is an equal-opportunity, affirmativeaction employer.

Health sciences information services librarian. The University of Missouri-Columbia Health Sciences Library is seeking qualified applicants for the position of information services librarian. PRINCIPAL RESPONSIBILITIES INCLUDE providing general reference service to library users (including some evening and occasional weekend hours); online searching; user education; and supervisory responsibility for interlibrary loan which has a staff of 2 nonprofessionals. REQUIRES minimum of a master's degree from an ALA-accredited program and excellent communica-

tion and interpersonal skills. Courses in health sciences librarianship and coursework or experience in online searching, especially NLM, are desirable. MINIMUM SALARY: \$20,000 for 12 mos., commensurate with experience. Benefits include 30 vacation days per year, vested retirement after 5 yrs., dental insurance, and other normal fringe benefits, including 75% tuition waiver. COLUMBIA is in the middle of the state on I-70, only 2 hrs. from St. Louis and Kansas City, and 1.5 hrs. from the Lake of the Ozarks major recreational area. The university and 2 other colleges provide superb cultural events. According to the ACCRA Composite Index, the cost of living in Columbia is very reasonable when compared with other university communities. AVAILABLE: Sept. 1. Applications received

by Aug. 1 will receive first consideration. Send letter of application, names of 3 references, and resume to: Pat Burbridge, Personnel Coordinator, 104 (AL) Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5149. The University of Missouri-Columbia is an equal-opportunity, affirmative-action employer and employs only U.S. citizens and lawfully authorized alien workers.

FOREIGN LIBRARY

Kuwait University Health Science Center Library State of Kuwait Director of Library Services

The Kuwait University Health Science Center Library is seeking applicants for the position of director of public services. The library has 1,200 periodical subscriptions, 40,000 monographs, Dialog, and CD-ROM information services. The public services unit is composed of the reference, circulation, and audiovisual services which include the following functions: reference, education, online services, collection development, and interlibrary loan. RESPONSIBILITIES INCLUDE establishing procedures, coordinating activities, and supervising staff.

REQUIREMENTS FOR APPOINTMENT: Should be ALA-accredited MLS, minimum 3 yrs.' experience in health science or technical library.

CONDITIONS: Salary will be around KD 550/mo. (tax-free; 1 KD equals approx. \$3.46 U.S.). Eligible for free furnished accommodation, 60 days' paid annual leave, to-and-fro free air tickets annually for self, spouse, and up to 3 dependent children not exceeding 20 years old to country of citizenship or permanent residence, and free comprehensive medical treatment.

METHOD OF APPLICATION: Send detailed c.v. with the names of 3 referees to: Vice Dean (Academic Affairs), Faculty of Medicine, POB 24923, Safat, 13110, Kuwait.

Kuwait University Health Science Center Library State of Kuwait Serials Librarian

The Kuwait University Health Science Center Library is seeking applicants for the position of serials librarian. The library has 1,200 periodical subscriptions, 40,000 monographs, and Dialog and CD-ROM information services. RESPONSIBILITIES INCLUDE planning of section operations including establishment of priorities and design of new procedures; establishing documentation for new serial titles including check-in records and bindery specifications; monitoring of financial outlays and vendor performance; planning for automated systems.

REQUIREMENTS FOR APPOINTMENT: Should be MLS from ALA-accredited institution; have minimum of 3 yrs.' experience in serials. Supervisory experience preferred.

CONDITIONS: Salary will be around KD 550/mo. (tax-free; 1 KD equals approx. \$3.46 U.S.). Eligible for free furnished accommodation, 60 days' paid annual leave, to-and-fro free air tickets annually for self, spouse, and up to 3 dependent children not exceeding 20 years old to country of citizenship or permanent residence, and free comprehensive medical treatment.

METHOD OF APPLICATION: Send detailed c.v. with the names of 3 referees to: Vice Dean (Academic Affairs), Faculty of Medicine, POB 24923, Safat, 13110, Kuwait.

LIBRARY EDUCATION

Addis Ababa University, Ethiopia

3 Instructors sought to teach in School of Information Studies for Africa (SISA)—regional program for Eastern and Southern Africa supported by UNESCO and International Development Research Centre of Canada (IDRC), to commence January 1990, with an annual enrollment of 20 students. Candidates should hold the rank of at least Assistant Professor and be able to teach courses in information technology, quantitative methods for information studies, or information management.

Annual salary: up to U.S. \$35,000 (one-third remitted in foreign currency).

Appointment normally for 2 yrs. and renewable.

Housing to be provided by the university.

Closing date for applications: July 10.

Application including c.v. and names of 3 references should be sent to: Getachew Birru, Department of Library and Information Science, Addis Ababa University, POB 1176, Addis Ababa, Ethiopia.

MUSIC LIBRARY

Music user services coordinator. Coordinates reference and user services within music library. Trains staff in reference service. DUTIES INCLUDE reference, bibliographic instruction, database searching, collection development, cataloging, and faculty liaison. Evening/weekend work required. QUALIFICATIONS required: ALA-accredited MLS. Master's degree/musicology or music history. Music cataloging experience, including AACR2, MARC tagging, LC classification and LC subject headings. Reading knowledge of German. Ability to work with research-oriented faculty and students. Research orientation/meet university requirements for promotion and tenure. Preferred: 2 yrs.' professional experience in music cataloging, reference, and collection development. Familiarity with automated library systems. Desired: Knowledge of one/more Romance languages. Microcomputer experience. SALARY/RANK: \$21,000 upward, depending on qualifications/experience. 12-mo. appointment/Assistant Professor. Must meet university requirements for promotion/tenure (research, publication, university, community, and professional service) as well as specific library assignments. APPLICATION/INFORMATION: Send application, resume, and names and addresses of 5 professional references by July 15 to: Allen G. Dries, Library Personnel Manager, University of Illinois Library (U-C), 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-5494. The University of Illinois is an affirmative-action, equal-opportunity employer.

NETWORK

Assistant reference librarian. Wabash Valley Area Library Services Authority is seeking a professional reference librarian to assist the present reference librarian in providing interlibrary loan and reference services to the 82 members of our 14-county multitype library cooperative in northern west-central Indiana. Currently headquartered in Crawfordsville, the network's offices will be moved to the new Tippecanoe County Public Library in Lafayette by Oct. 1. POSITION REQUIRES MLS with some reference experience or strong academic preparation in reference. Salary: \$17,400. Excellent fringe benefits including health insurance and employer-paid retirement. Position available Sept. 16. Letter of application and resume should be sent no later than July 15 to: Dennis Lawson, Administrator, Wabash Valley ALSA, 224 S. Green St., Crawfordsville, IN 47933. Equal-opportunity employer.

Manager. Directs and administers federaland state-funded database projects, including
California Database for Serials. Participates in
CLASS management team. Coordinates staff,
proposal, and grant writing; serves as liaison
to funding agency. QUALIFICATIONS: MLS
+ at least 3 yrs. successful management
experience. Working knowledge of computers,
library automation, and bibliographic standards desirable. Candidates should possess
excellent oral and written communication
skills. Salary: \$32,800–\$46,000 plus benefits.
The Cooperative Library Agency for Systems
and Services (CLASS) is a public agency
which provides a variety of products and
services to libraries nationwide. Send resume
by July 30 to: Director of Products and
Services, CLASS, 1415 Koll Circle, Suite
101, San Jose, CA 95112. AA, EOE.

PUBLIC LIBRARY

Adult services librarian. Handling reference; public relations; selection; public access computers; some volunteer coordinating, fundraising, and administration; and other duties as required. Evenings/weekends. ALA-MLS. Salary: \$18,000 and benefits. Send resume and names and addresses of 3 references by June 15 to Susan Simpson, Albany County Library, 310 S. 8th St., Laramie, WY 82070. EOE.

Branch heads. El Paso Public Library is seeking first-rate professionals for branch head openings. RESPONSIBILITIES IN-CLUDE staff supervision, collection development, community relations, readers' advisory, reference service, and program planning. REQUIRES ALA-accredited master's degree and 4 yrs.' public service in a public library beyond receipt of the master's degree. Branches are open 45 hours a week, including Saturdays. Salary: \$25,118-\$36,379. Standard benefits package. All applications for the position must be postmarked no later than July 21. Preliminary interviews will be held at ALA in Dallas, or send a letter of application with resume to: Betsy Burson, Director, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901. EO, AA employer.

Children's and youth services supervisor in beautiful Berkshire County, Mass., at an active and progressive public library with 380,000 annual circulation. REQUIRES a dynamic, team-oriented librarian with MLS; successful, recent, and relevant library experience; excellent interpersonal skills; knowledge of children's literature; imaginative and successful children's programming abilities; familiarity with computerized library systems; and ability and willingness to operate children's department under tight staffing constraints. Provides direction to library's YA specialist; works public desk and supervises one full-time and several part-time workers, plus volunteers. Salary \$22,830—\$26,235. Send resume and letter of application by June 30 to: John Fuchs, Director, Berkshire Athenaeum, One Wendell Ave., Pittsfield, MA 01201.

Children's department head wanted for busy, 6,000-sq.-ft. children's department in new main library. Works closely with and reports to coordinator of children's services in developing collections, policies, and programs. Strong administrative support given to expanding and growing children's services. Appointment may be made anywhere within the salary range of \$18,100-\$29,722 depending on candidate and experience. Preliminary interviews will be held in Dallas at ALA. For application and further information, contact: Ed Kieczykowski, Director, Mansfield-Richland County Public Library, 43 W. Third St., Mansfield, OH 44904; 419-524-1041. Equal-opportunity employer.

Children's librarian for the Stockton–San Joaquin County Public Library, which serves a population of 400,000 with a staff of 118 and a budget of \$5.2 million. San Joaquin County is a fast-growing area just east of the San Francisco Bay Area of Calif. The person selected would be part of a dynamic professional team responsible for building a collection of materials and services for children; for providing reference service and readers advisory; and for presenting programs for children, with training opportunities in storyteling, puppeteering, and book talking. Opportunities for local and professional involvement; would work in an automated environment. REQUIRES MLS and knowledge of literature and programming for children and strong communication skills. Librarian II level requires 2 yrs.' experience. Recent pay equity adjustments have increased salary ranges to: Librarian II, \$24,156–\$29,508; Librarian II.

\$27,960-\$34,140. Contract provides for additional 5% salary increase Jan. 1, 1990. City pays full benefits, including retirement and deferred compensation (2.5% of salary, with optional employee contribution). APPLICATION DEADLINE: Continuous, or until sufficient applications are received. Apply to: Terry Parker, Personnel Analyst, City of Stockton, 425 N. El Dorado St., Stockton, CA 95202; 209-944-8207.

Children's services coordinator. A community of 27,000 population located near Lake Superior is offering an excellent opportunity for a creative, proactive, resourceful person to continue on with a strong children's services program and to gain administrative experience. **RESPONSIBILITIES INCLUDE:* organizing and directing children's services; preparing and conducting programs; responsibility for collection development; general public service duties, including reference and readers' advisory; acting as a liaison with schools and community organizations; general knowledge of personal computers and library automation; supervising and training staff. **QUALIFICATIONS:** MLS from an ALA-accredited institution. Previous experience in children's services is desirable. Salary: \$18,000. Benefit package offered: medical, dental, life insurance, vacation, sick, personal leave; MERS retirement plan. Position available: August 1989. **Screening will begin June 15. Send letter of application, resume, transcripts, and 3 letters of recommendation to: **Peter White Public Library, 217 N. Front St., Marquette, MI 49855. We are an equal-opportunity employer.

Collection development coordinator. A new position for a medium-sized library system serving a population of 142,000 in beautiful central Virginia. Jefferson-Madison Regional Library, located in Charlottesville, has just completed automation of circulation and installation of PACs regionwide. We need a long-range collection management plan—including assessment, development, weeding, policies, and procedures. Will include all media and coordination with all departments of the library and other libraries in the region. Must have ALA-accredited MLS and would prefer experience with centralized book selection and acquisitions; a well-organized communicator. Salary range up to \$30,000, negotiable. Interviews will be held at the ALA Conference in Dallas by Donna Selle, Director. Those not attending conference, apply by July 1 to: Donna Selle, Director, Jefferson-Madison Regional Library, 201 E. Market St., Charlottesville, VA 22901.

Collection development manager (search extended). A new position in the El Paso Public Library administration with systemwide responsibility for collection management. DUTIES INCLUDE developing policy statements, preparing the annual collection budget, evaluating collection strengths and weaknesses, conducting user studies, analyzing circulation statistics, monitoring the selection of library materials, and developing selection procedures and priorities. REQUIRES 4 yrs. professional experience beyond the ALA-accredited master's degree. Collection development experience in analyzing suvey data, and experience with budget preparation are highly desirable. Salary: \$25,118–\$36,379. Standard benefits package. All applications for the position must be postmarked no later than July 21. Preliminary interviews will be held at ALA in Dallas, or send a letter of application with resume to: Betsy Burson, Director, El Paso, TX 79901. EO, AA employer.

Community services librarian: Anderson County Library, located in Anderson, S.C., is establishing a new professional position for a community services librarian. The position is an entry-level position reporting to the direc-

tor of the library system. DUTIES WILL IN-CLUDE conducting an output measures survey for the system, developing media contacts, working with staff to publicize library programs, working with the Friends of the Library, and developing an effective campaign to publicize the library. We are looking for a person who enjoys working with words, visual media, and above all, people. All members of the professional staff work one evening a week, and one weekend every 5 weeks, and are scheduled to work on the reference desk during the week. The Anderson County Library System serves 133,000 persons through a main library and 8 branches, and a bookmobile. The 1989–90 budget is \$1.2 million. The town is located near I-85 about 120 miles southwest of Charlotte, N.C., and 120 miles northeast of Atlanta, Ga., in the foothills of the Appalachian Mountains. The salary is \$20,000 per year, with paid health insurance, 15 day's annual leave, and 12 days' sick leave. The position will be open July 1. An ALA-accredited master's is required. Contact: Director, Anderson County Library, POB 4047, Anderson, SC 29622. The Anderson County Library System is an equal-opportunity employer.

Department head, adult services/reference. Due to organizational change, the Mount Prospect Public Library is seeking a department head for the adult services department. MAJOR RESPONSIBILITIES INCLUDE: supervising, training, and evaluating department staff; planning and implementing a complete program of reference and adult services; providing computerized reference services; and collection development. As department head, serves as member of management team involved in library planning and development. POSITION REQUIRES the MLS degree with demonstrated management experience and at least 5 yrs. experience in adult reference work and collection development. If you enjoy working in a team environment in a modern library facility where staff and board are committed to excellence in the provision of library service, your serious consideration of this position is solicited. Minimum salary \$26,000. Applications will be accepted until position is filled. Interviews can be arranged during the ALA Annual Conference June 23–27. Letter of application and resume should be sent to: Patricia A. Kelly, Executive Director, Mount Prospect, IL 60056.

Director for progressive public library in south Georgia, population 18,000, budget \$300,000+. Must have MLS; 4 yrs.' experience is preferred. Needs to be knowledgeable about budgeting, personnel, and computer technology; PR skills are a must. Pay is based on state scale; 4 yrs.' experience begins at \$26,820, library pays a local supplement. Will interview at ALA Dallas. Deadline Aug. 15. Send resume to: O. D. Netter, Chair, Board of Trustees, Fitzgerald-Ben Hill County Library, 123 N. Main St., Fitzgerald, GA 31750.

Director of public services. Topeka (Kans.) Public Library invites applications for the position of director of public services. The successful applicant will be responsible for coordinating the diverse activities of the following public service units: adult services (reference, readers' assistance, periodicals, etc.), children's services, special collections (genealogy, local history, rare books), fine arts and gallery of fine arts. RESPONSIBILTIES INCLUDE: providing leadership in the formulation and implementation of public service goals, policies, and projects; advocating the needs of public service units to the library administration; working cooperatively with other members of the library staff to strengthen library services and collections. REQUIREMENTS: An ALA-accredited MLS plus 5 yrs.' progressively responsible administrative experience in public libraries. Preferred: Strong service orientation and sensitiv-

ity to the information needs of the community; demonstrated ability to communicate effectively and work cooperatively with colleagues and patrons; good analytical and organizational skills; and familiarity with current library technology. SALARY: Beginning salary \$30,000, excellent benefits. Applications accepted until June 15. APPLICATION PROCEDURE: Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Thomas J. Muth, Deputy Director, Topeka Public Library, 1515 W. 10th St., Topeka, KS 66604. Screening interviews can be arranged during ALA Dallas. Topeka Public Library is an equal-opportunity employer.

Director, suburban public library, Dayton, Ohio, area. Residential community of 10,000 with extensive service area. ALA-MLS required. Minimum 3 ýrs.' administrative experience. Articulate, progressive professional responsible for all activities including planning, budgeting, personnel, automation, building programs, public relations. 619,773 circulation, 27 FTE, \$1 million budget. Salary negotiable from \$35,000. Benefits. Application, including resume and professional references, due June 30. Job description sent upon request. Write: Search Committee, Wright Memorial Public Library, POB 98, Wright Brothers Station, Dayton, OH 45409.

Director. 5-county regional library system serving a population of 82,000 + with head-quarters, 5 branches, and 2 bookmobiles. Responsible to the regional library Board of Trustees. MINIMUM QUALIFICATIONS REQUIRED: master's degree in librarianship from an ALA-accredited library school. Beginning salary commensurate with experience and based on Georgia State pay scale. Will not be less than \$28,500. It is negotiable. Minimum of 5 yrs.' experience following receipt of master's degree in librarianship and having progressively responsible experience. Usual state benefits package. Send resume no later than June 20 to: Don Johnston, Chair of Search Committee, c/o Oconee Regional Library, POB 100, Dublin, GA 31040-1000. We are an equal-opportunity employer.

Head librarian, Central Library. Johnson County Library in Shawnee Mission, Kans. (suburban Kansas City), has an opening for a strong administrator to lead, develop, and supervise a staff of 60 employees in its Central Library. This position requires broad knowledge of public service, online services, collection development, reference services, and personnel management. The candidates will be responsible for developing and auditing a \$700,000 + annual operating budget, and for responding to 127,000 annual reference transactions and over 600,000 circulation transactions. The Central Library includes an up-to-date electronic reference service and an aggressive business service. Experience with online systems, microcomputers, and a knowledge of library automation applications is desirable. Strong interpersonal skills are essential. QUALIFICATIONS: MLS and prior public library experience preferred. Salary: \$29,038–\$35,048, depending upon qualifications and experience, plus benefits. Submit resume and names of 3 references by the extended deadline of June 30 to: Johnson County Personnel, 100 E. Santa Fe, Suite 206, Olathe, KS 66061. EOE.

Head of children's services, East Cleveland Public Library. East Cleveland Public Library is seeking an individual to supervise and manage the children's services department of the library and coordinate children's services systemwide. The position requires a creative, dynamic individual committed to developing and providing services that nurture children's growth and who is responsive to community needs. Proficiency in puppetry, storytelling, and/or music desirable. MLS required and 3

yrs.' minimum experience as children's librarian. Strong supervisory skills required. Responsible for planning, coordinating, and implementing all children's services within the system (2 branches), and supervising children's staff in main library. East Cleveland Public Library is a small urban library system, serving a population of 36,000+, with an automated circulation system. The library is undergoing a major renovation which will include a magnificent new children's room, in addition to the other areas of the library. Starting salary range: \$22,963-\$26,582, dependent upon experience, plus benefits. Send resume to: Ernestine Hawkins, Assistant Director, East Cleveland Public Library, 14101 Euclid Ave., East Cleveland, OH 44112-3891. EOE.

Information services manager. Laramie County Library System is seeking manager of information services. RESPONSIBLE FOR adult information services (information desk, ILL, periodicals, and genealogy) at Central Library. Supervise 5 FTE. Division is oriented toward assisting public in utilizing the library rather than traditional reference. Duties include desk coverage, participation in book selection, and staff training and supervision. Some evening and weekend hours. QUALIFICATIONS: MLS required. Public library experience desirable. Starting salary \$20,000-\$22,000 d.o.e. Preliminary interviews at ALA Dallas possible. Position open until filled. Please send resume with names of references/placement file to: Edward Byers, Executive Director, Laramie County Library System, 2800 Central Ave., Cheyenne, WY 82001-2799.

Librarian II, Cumberland County Public Library & Information Center. Salary: \$20,831/yr. Hours of work: 9 am—6 pm, Mon.—Fri. Weekend work on rotating basis. Work is performed in the foreign language division of the library and involves selecting and ordering new audiovisual materials, cataloging materials, compiling reports, and assisting patrons in utilizing services and materials of the Foreign Language Center. Requires specific knowledges and skills in using Dewey Decimal Classification, Anglo-American Cataloguing Rules, Library of Congress subject headings, and transliteration systems for Chinese, Korean, and Japanese cataloging. RE-QUIRES master's of library science degree from an American Library Association—accredited graduate program and knowledge of at least one East Asian languages. Applications must be received by June 13. Indicate Job Order No. NC 8535863, DOT Code 100.127-014 on all correspondence when applying for the position. Interested applicants must apply to: Job Service, 414 Ray Ave., Fayetteville, NC 28301.

Library director for the Willard Library of Evansville, Ind. Willard is a privately established and endowed, tax-supported public library, independent of the metropolitan public library system in this Ohio River city of 130,000. It operates in its original 1885 building and offers traditional children's services, adult readers' services, and specialties in genealogy and local history, including a large archival collection. Warm, friendly service is its hallmark. Willard has an ongoing endowment development program and an active Friends group and has begun the ALA "Planning and Role Setting" process. Cataloging on OCLC, computerized circulation through Geac local consortium. Staff: 5 professional librarians including director; 6 FTE support staff. 1989 budget: \$307,390 (80% city grant, 20% endowment). Director should have ALA-accredited MLS. Administrative experience, demonstrated managerial ability, and public relations skills are important. Director will be encouraged to involve him/herself in the community. Salary mid-\$20s, negotiable depending on qualifications. Position available Sept. 1. Send letter of applica-



tion, resume, references, and salary requirements to: Martin L. Leich, President, Willard Library Board of Trustees, 1201 Greenfield Rd., Evansville, IN 47715. EOE.

Library director for town of 18,000. QUALIFICATIONS: ALA-MLS; 3 yrs.' professional experience in varied library work, including supervisory and administrative experience; or any equivalent combination of education and experience. RESPONSIBILITIES INCLUDE advising re fully funded \$2 million addition to begin in June and re future participation in regional-sharing computer system; develop adult and children's programs; collection development. Salary: starting \$26,952; maximum \$34,101. Closing date: July 15. Send resume, letter of application, and 3 letters of reference to: Jane M. Thompson, Chair, Board of Trustees, c/o Ludlow Town Hall, 488 Chapin St., Ludlow, MA 01056. AA, EEO. Women and minorities are encouraged to apply.

Library director, Fredericksburg, Tex., located in the Texas Hill Country; restored historic building. Administrative experience required. Responsible for all library operations including: planning, budgeting, collection development, personnel, community relations, and bookmobile. Automation knowledge desirable. Cooperate with 2 library support groups and volunteers. ALA-MLS required, salary \$20,000 plus excellent benefits. Send resume and 3 references before June 16. Contact: Search Committee, Pioneer Memorial Library, 115 W. Main St., Fredericksburg, TX 78624.

Library director needed for the Providence Athenaeum. Opportunity for creative, knowledgeable librarian with MLS to oversee thriving membership library dating back to 1753; over 150,000 volumes, extensive adult and children's programs, and staff of 14. Experience in administrative and financial development essential; familiarity with program and exhibit planning, special collections, library automation, cataloging desirable. Minimum salary \$33,000. Position open Sept. 1. Review of applications will begin July 1 and continue until position is filled. Send resume to: Rosemary Colt, President, Provi-

Supervisor, Adult Reference Services Palos Verdes Library District

Fully automated (Geac), progressive public library system in beautiful coastal community near Los Angeles seeking dynamic middle manager. Monthly salary: \$2,366—\$3,062. Excellent benefits. REQUIRES MLS from ALA-accredited graduate school; 3 yrs.' relevant experience; strong public service motivation; demonstrated creativity and drive; knowledge of and experience with reference materials and programs; collection development; online database searching; readers' advisory; staff development. Supervisory experience highly desirable.

First consideration given to applications received prior to July 7. Apply with application form and resume to: Linda P. Elliott, Director, Palos Verdes Library District, 650 Deep Valley Dr., Palos Verdes Peninsula, CA 90274.

dence Athenaeum, 251 Benefit St., Providence, RI 02903.

Library director. The Board of Trustees, Clermont County (Ohio) Public Library is accepting applications for the position of director, Clermont County Public Library. This county district library serves 160,000 population in the fastest-growing county in Ohio. Part of larger metropolitan area (Cincinnati). 3 branches built in 1988, one in 1989, 2 future sites acquired. System presently includes 7 branches, bookmobile, and headquarters. Budget \$3.5 million. MLS from ALA-accredited school and appropriate experience required. Starting salary upwards of \$38,000, negotiable. Liberal benefits. Send application, resume, references, and current salary by Aug. 1 to: Director, Clermont County Public Library, 326 Broadway, Batavia, OH 45103. For additional information, write or contact the director at 513-732-2736.

Library director. Township of Parsippany—Troy Hills, N.J., seeks articulate, progressive administrator for a growing, service-oriented public library system. RESPONSIBILITIES INCLUDE planning, budgeting, personnel, building maintenance, automation, and public relations. Qualified applicant will also possess strong financial skills, advanced computer knowledge, and must be able to work cooperatively and effectively with library trustees, employees, and government officials. Salary range \$42,000—\$52,000. Excellent benefits. ALA-MLS required. Minimum of 3 yrs.' administrative experience. Send resume including 3 references by July 15 to: Search Committee, Parsippany—Troy Hills Public Library, POB 5303, Parsippany, NJ 07054. EOE.

Library management positions. Our library is growing, and we are looking for 2 creative, energetic professionals to grow with us. 1) Children's coordinator. Supervises main children's department; develops children's collections in main library and soon-to-beopen branches; plans children's services for all locations. REQUIRES ALA-accredited MLS, at least one yr.'s supervisory experience, sincere desire to work with young people. Programming skills, especially storytelling, and artistic abilities desirable. 2) Head of main library. Manages daily operations of main library; provides reference service to patrons; develops adult collection and programs. REQUIRES ALA-accredited MLS, at least 2 yrs.' supervisory experience, willingness to work in a small library serving a diverse clientele. Public relations and staff development experience desirable. Salary range \$20,000—\$30,000 depending on experience for each position. Excellent fringe benefits. Send letter of application, resume, and names of 3 references to: Margaret Reid, Director, Briggs Lawrence County Public Library, 321 S. 4th St., Ironton, OH 45638. An equal-opportunity employer. Interviews possible at ALA Dallas.

Manager of acquisition/serial unit (Librarian III). Hiring range: \$29,016-\$31,907, commensurate with experience. The City of Fort Worth, Tex., is seeking a service-oriented

individual knowledgeable of formats, standards, and practices of ordering library materials, and checking and claiming serials in an automated environment. This position demands strong administrative, management, supervisory, and bibliographic skills, and the ability to communicate effectively both orally and in writing. A master's degree in library science from an ALA-accredited college or university is required, as well as 4 yrs.' professional library experience, 2 of which are to be in acquisitions in a medium-to-large public or university library. At least 2 yrs. in management, administration, and supervision are also required. Application deadline: June 30. Apply to: City of Fort Worth, Personnel, 1000 Throckmorton, Fort Worth, TX 76102. Equal-opportunity employer.

Processing librarian, Library of Congress. GS-1410-9 (6232): \$23,846-\$31,001. The Library of Congress is currently seeking highly qualified applicants for the position of processing librarian. This position requires the processing of rare books and other materials, in a variety of languages, in the Rare Book and Special Collections Division. Applicants should have a master's degree in library science, AACR2, some knowledge of foreign languages, as well as knowledge of the principles and practices of descriptive and subject cataloging. To be considered, applications must be received by the Employment Office no later than June 15. For more detailed information on this position, contact the Library of Congress Employment Office at 202-707-5620 and ask for Vacancy Announcement #90206. EOE.

Public services librarian. Salary \$20,000-\$25,000. RESPONSIBLE FOR adult reference service in a multiracial community of 35,000 near Lake Michigan. In charge of state and federal documents collection. Also assists at circulation desk. Budget for reference materials approximately \$12,000. POSITION REQUIRES MLS from ALA-accredited school. Experience in reference work preferred. 37.5-hour workweek. Some evening and Saturday duty required. No residency requirement. Health, dental, and life insurance. Employer-paid Individual Retirement Account. 12 days' vacation leave. 12 days' sick leave. Position available Oct. 1, or possibly earlier. Contact: Frederick J. Kirby, Director, Benton Harbor Public Library, 213 E. Wall St., Benton Harbor, MI 49022; 616-926-6139. Equal-opportunity employer. Qualified minority librarians strongly encouraged to apply.

Reference department head. MLS with 3 yrs.' experience including supervision. Automation and online database searching experience required. Salary: \$24,000 or higher, depending upon qualifications and experience; full benefits. Superb collection (250,000 vols.); book budget \$100,000 +; recently installed automated circulation system; reliable, experienced staff, attractive modern quarters in central library of 2-county system of 34 members. Great cultural, recreational area; world-famous Chautauqua Institution 20 minutes away, Affordable housing available. Within easy drive to Toronto, Pittsburgh, Buffalo, Cleveland. Position available July 1. Send

resume and references to: Murray L. Bob, Director, James Prendergast Library Association, 509 Cherry St., Jamestown, NY 14701

Technical services division manager (search reopened). One of 3 key middle-management positions in the library system and a member of the library's policy and planning team. RESPONSIBILITIES INCLUDE supervision of the acquisition and cataloging process, and systemwide supervision of the library's computer operations and circulation services. Staff of 18, including 3 professionals. Candidate will be required to coordinate technical services policies and procedures with the collection development and public services staff, and with the computer operations staff. Requires management experience in a technical services operation, working knowledge of computerized circulation and online cataloging systems, and OCLC. Inlex computerized system installation to be completed spring 1990. Requires ALA-accredited master's degree and 6 yrs.' professional library experience. Salary: \$31,888–\$46,184. Standard benefits package. All applications for the position must be postmarked no later than July 21. Preliminary interviews will be held at ALA in Dallas, or send a letter of application with resume to: Betsy Burson, Director, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901. EO, AA employer

Technical services supervisor—cataloger, Lincoln County Library System, Kemmerer, Wyo. ALA-MLS preferred. Cataloging for a county library system with a headquarters library and 3 branches, serving a total population of 15,000. Thorough knowledge of Dewey, AACR2 ½, & LCSH necessary. Situated in a small (but sunny) county seat, position includes supervision of one part-time clerk, administration of technical services for above, some reference, and other duties as assigned. 40 hrs./week, including some night and weekend work. Pay depends on experience, \$21,000 minimum. Position open until filled. Apply to: Job Service of Wyoming, 816 Klondyke, Kemmerer, WY 83101. For further information, contact Karling Abernathy at 307-877-6961.

Utility outfielder. We won't pay less than \$16,000, but we don't presume to ask for a lot of experience or expertise for this lousy money. If you show us some credentials, we can dig up more cash. The Bristol Tenn./Va. Public Library is in a growth program right now. You will be in on the ground floor and we need somebody willing to learn our way and help us get what we want. An ALA-accredited master's degree is essential. Computer experience couldn't hurt. Reference knowledge would be a lot of help. Willingness to work with children might be nice. Experience is a plus, but not essential. Send us a sales presentation on yourself and a couple of personal or professional references. The job is open July 1. Send your stuff to: Personnel Committee, Bristol Public Library, 701 Goode St., Bristol, VA 24201. Want to talk? Call us at 703-669-9444.

Young adult services librarian. Interviewing at ALA in Dallas. Call Candy Morgan, 206-695-1561, to schedule interview. 3-county library district in southwest Washington State is looking for an energetic, creative person to fill this new position. District is an urban/rural mix, with 9 branches and 3 bookmobiles. One branch is in a shopping mall where YAs gather. Provide programming districtwide; assist with selection of materials to meet YA needs; provide direct service in community libraries; train and counsel community library staff in YA services; maintain liaison with educators/groups/agencies; participate in planning and delivery of services to youth of all ages. ALA-accredited MLS; 2 yrs. professional library experience; experience with youth services preferred. Salary range

\$20,652-\$26,220, excellent benefits. Position open until filled. Send resume to: Personnel Office, Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.

2 positions, main library public services, El Paso Public Library. 1) Periodicals librarian (Librarian II). Supervises the operation of the periodicals services section and assumes general reference desk duty, as assigned. Supervises a staff of 2. REQUIRES ALA-accredited master's degree and 2 yrs.' professional public library experience. Salary: \$22,923—\$33,200. 2) Head, general reference (Librarian III). Supervises main library reference service center, including the selection of all reference materials. Staff of 4 full-time, 6 part-time. REQUIRES ALA-accredited master's degree and 4 yrs.' professional public service library experience. Salary: \$25,118—\$36,379. Standard benefits package for both positions. All applications for the position must be postmarked no later than July 21. Preliminary interviews will be held at ALA in Dallas, or send a letter of application with resume to: Betsy Burson, Director, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901. EO, AA employer.

2 positions open. 1) Reference/interlibrary loan department head. Service-oriented position to provide back-up reference service for member libraries, including database searches; supervise interlibrary loan searches; index rural issues collection for computer database; select materials for topical collections; supervise staff and keep accurate records; consult with member librarians; conduct reference and computer training workshops when needed; develop annual program performance objectives; cooperate with other department heads on system program. 2) Rural/public information department head. Service-oriented, nontraditional position responsible for public relations for a regional library system, editing monthly newsletter, writing news releases, assisting local libraries with public relations; planning and conducting strategies of service for rural residents (supervise Books-by-Mail program, rotating book van collection development and deliveries); establishing and maintaining liaison with county extension agents and church groups; supervising staff of 4 and keeping accurate records; consulting with member librarians; conducting workshops when needed; developing annual program performance objectives; cooperating with other departmental heads on system program. Must be able to write effectively and work both independently and cooperatively. Salary for each position negotiable from \$19,500, with relevant work experience. ALA-accredited MLS required. Positions available immediately. Send letter of application with resume for either position to: James Swan, Administrator, Central Kansas Library System, 1409 Wil-liams, Great Bend, KS 67530. Applicants best matching the job requirements will be invited to interview. Interviews can be arranged at ALA in Dallas.

3 positions open. 1) Branch librarian (adult specialist). .8 FTE, 32 hours per week. 2) Assistant outreach librarian. .75 FTE, 30 hours per week. 3) Youth librarian. .5 FTE, 20 hours per week. Ann Arbor Public Library is a school district public library funded by a separately voted tax, serving 130,000, with an annual systemwide circulation of over 1 million. 1) Branch librarian. Salary: \$20,624 plus 10% index pay. QUALIFICATIONS: Master's degree in library science plus one yr.'s library experience including materials selection. The branch librarian is eligible for consideration for the branch head position. Appointment is made by the director. Branch head librarians receive a 5% department-head index pay on the teachers' salary scale for public librarians. DUTIES: Responsible for adult services and materials selection. Plan-

ning and overseeing of programming for adults. Reference and readers' advisory for public. 2) Assistant outreach librarian. Salary: \$19,335 plus 10% index pay. QUAL-IFICATIONS: Master's degree in library science plus one yr.'s library experience including materials selection. Must qualify for Michigan chauffeur's license. DUTIES: Participates in selection of books and nonprint materials. Conducts storyhours and class visits. Works with other agencies and organizations to extend library service to community. Assists in selecting and locating materials. 3) Youth librarian. Salary: \$12,890 plus 10% index pay. QUALIFICATIONS: Master's degree in library science plus one yr.'s experience in storytelling and knowledge of children's books. *DUTIES:* Assist persons in selecting and locating materials. Instruct in use of library resources. Coordinate programs and workshops for children and adults. Teachers' salary schedule for 1989–90 for MA is \$25,895–\$45,550 plus 10% index. Teachers' master agreement includes 10 steps. Please do not inquire at or apply to the public library. Prearranged interviews may be scheduled at the ALA Annual Conference in Dallas. Deadline for applications for each position: 4:30 pm, July 18. Include a letter of interest along with your resume to: Dolores Dawson, Assistant Superintendent for Human Resource Services, Ann Arbor Public Schools, 2555 S. State St., POB 1188, Ann Arbor, MI 48106. We are an equal-opportunity, affirmative-action employer.

SPECIAL LIBRARY

Cataloger. The Missouri Botanical Garden has reopened the search for a book cataloger interested in working with the garden's monograph and rare book collections. Selected candidates will have a thorough knowledge of AACR2, LC classification, and MARC tagging for OCLC input. MLS degree required. Cataloging experience and reading knowledge of a foreign language preferred. Salary recruiting range: \$18,400–\$20,700, with opportunity for further salary increase. Applications accepted through the recruiting process and up to time position is filled. Send resume to: Missouri Botanical Garden, POB 299, St. Louis, MO 63166. EOE, M/F/H/V.

STATE AGENCY

Automation consultant, State Library of lowa. (Search reopened.) Salary range \$26,285—\$35,306 and state benefits package. Position will plan and deliver automation consulting services to staff and trustees of lowa libraries; serve as a resource person for workshops, conferences, and training programs; and prepare documentation and training materials for library microcomputer applications. Will require some travel. REQUIRES ALA-accredited MLS, 3 yrs.' library experience, excellent writing skills, ability to work well with other people, and ability to project a friendly and helpful image to library community of the state. Experience in library automation and strong knowledge of current technology desired. TO APPLY, send letter of application and resume by July 31 to: Beverly Beck, State Library of lowa, E. 12th and Grand, Des Moines, IA 50319. At the same time, submit a copy of the letter of application to: lowa Department of Personnel, Grimes State Office Building, E. 14th and Grand, Des Moines, IA 50319. EEO, AA employer. Women and minorities are encouraged to apply.

Librarian III (law). The State Library of Iowa seeks an experienced law librarian to serve as the administrator and chief reference in the state law library, a unit of the state library. Housed in the 1896 capitol building, now undergoing full restoration, the law library holds in excess of 200,000 volumes in an attractive 5-tiered room and is an off-site

storage location. The collection serves as the primary legal resource in the state for members of state government, members of the lowa Bar Association, students, and members of the general public. An ALA-accredited MLS, knowledge of computer-assisted legal research, and at least 3 yrs. professional-level law library experience are required. Some personnel supervisory experience would be helpful. Duties include day-to-day supervision of staff (4 FTE); reference; goal setting; training, development, and maintenance of collections and services; and budget preparation and oversight. The law librarian reports to the director, Bureau of Information Services. Salary range: \$28,267-\$35,734; fringe benefits equal about 12% of salary. Application deadline is July 15. Submit a letter of applideadline is July 15. Submit a letter of application, a resume, and the names of 3 references to: Beverly Beck, State Library of lowa, E. 12th and Grand Ave., Des Moines, IA 50319. At the same time, submit a copy of the letter of application to: Iowa Department of Personnel, Grimes State Office Building, E. 14th and Grand Ave., Des Moines, IA 50319. The State of Iowa is an equal-opportunity, affirmative-action employer.

State library division director (library development), #00146. SALARY RANGE: \$38,195-\$52,162 (effective July 1). DUTIES/ RESPONSIBILITIES: Directs and guides statewide program of promotion and progressive development of public libraries and their services; administers the allocation, expenditure, and reporting of state and federal funds in compliance with state and federal requirements; monitors consultant services in pro-gram areas of library construction, literacy, continuing education, children's and young adult services, and film and video services supervises and evaluates personnel; and meets or consults with librarians, boards, and governmental officials. MINIMUM QUALIFICA-TIONS: MLS from ALA-accredited library school; comprehensive knowledge of library programs and services, progressive experi-ence in library management; ability to administer grants and audit expenditures of funds; ability to communicate effectively with diverse audiences; and ability to supervise and evaluate personnel. OTHER INFORMA-TION: This position is subject to exclusion from coverage of the Virginia Personnel Act and serves at the pleasure of the state librarand serves at the pleasure of the state ilbrarian. 6-mo. probationary period. APPLICA-TION CLOSING DATE: State employment application required by 5 pm, June 30. Contact: Vance Helms, Virginia State Library and Archives, 11th St. at Capitol Sq., Richmond, VA 23219; 804-786-3336; Fax: 804-225-4035. An equal-opportunity, affirmative-action employer. Women and minority candidates are encouraged to apply.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

June

14-16: Marketing Libs. wkshp., Holiday Inn, Yakima, Wash. Spons. U. Wash./GSLIS. Fee, \$80. Info.: M. Landrum, U. Wash. Ext., GH-21, Seattle 98195 (206-543-2300 x404).

16: Rural Pub. Libs., Who Uses Them: Reports from a Statewide Survey prog., Days Inn, Clarion, Pa. Spons., Ctr. for Study of Rural Lnshp., in coop. w/Clarion U. of Pa./CLS/Col. of CE. No fee. Adv. regis. req'd. Info.: Col. of CE, Clarion U. of Pa., Clarion 16214.

20-22: Annual PC EXPO, Javits Conv. Ctr., New York, N.Y. Fee, \$95. Info.: PC EXPO, POB 1026, Englewood Cliffs, NJ 07632.

24-29: Theater LA annual conf., Dallas, Tex. Info.: R. Buck, Secy.-Treasurer, TLA, 111 Amsterdam Ave., New York, N.Y. 10023.

22-24: Council of Lib./Media Technicians (COLT) annual conf., Ambassador Plaza Hotel, Dallas, Tex. Info.: COLT, c/o Cuyahoga Community Col., ATTN.: SC 126, 2900 Community College Ave., Cleveland, OH 44115.

26–Aug. 11: Summer Session Special Courses, CIS, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS. Fee, \$250 per cr. for one-week wkshp. Adv. regis. req'd. Info.: J. Hall, Assoc. Dean, CIS, Drexel U., 19104 (215-895-2474).

27-29: Int'l. Security conf. & expo., Dallas, Tex. Cospons., Security Distributing & Marketing & Security magazines. Info.: M. Rosenstock, Cahners Expo. Group, 1350 E. Touhy Ave., Des Plaines, IL 60017-5060 (312-299-9311).

July

4-7: Int'l. Conf. on Bibliometrics, Scientometrics, & Informetrics, U. Western Ont., London. Spons., U. Western Ont./SLIS. Info.: J. Tague, Conf. Ch., SLIS, U. Western Ont., London, Ont. N6G 1H1, Canada (519-661-3542).

8-27: Children's & YA Lit. Study Tour to: Budapest, Hungary; Vienna, Austria; Prague, Czechoslovakia; Munich, Germany; & Zurich, Switzerland. Spons., Int'l. Bd. on Books for Young People/U.S. Section. Enrollment limited. Info:: A. Pillar, 67 Forester St., Long Beach, NY 11561 or M. Altman (516-431-7300).

9-11: Church & Synagogue LA annual nat'l. conf., Trinity Col., Hartford, Conn. Theme, "Congregational Libs.: An Insurance Policy for Success." Info.: L. Burson, Exec. Dir., CSLA, POB 19357, Portland, OR 97219 (503-244-6919).

11: Cutting Deals w/Unlikely Allies: Gaining Internal & External Political Clout wkshp., Los Angeles, Calif. Also on July 12 in Sacramento, Calif. Spons., Calif. State Lib. Fee, \$30. Info.: G. Bennetsen, Metropolitan Coop.

COMING UP

ALA Annual Conference

Dallas, TX June 24–29, 1989 Chicago, IL June 23–28, 1990

IFLA Annual Conference

Aug. 19–25, 1989 Paris, France Aug. 18–24, 1990 Stockholm, Sweden

AASL National Conference

Salt Lake City, UT Oct. 19-22, 1989

Executive Board Chicago, IL

ALA Midwinter Meeting

Chicago, IL

Jan. 6-11, 1990

Nov. 1-2, 1989

National Library Week

April 22-28, 1990

PLA National Conference

San Diego, CA March 20-23, 1991

ACRL National Conference

Phoenix, AZ April 1-4, 1992

Lib. System, 2235 N. Lake Ave., Suite 106, Altadena 91001 or G. McGovern (916-322-0369).

12-14: In Celebration of Children's Lit.: 1989 prog., U. Southern Maine, Gorham. Spons., U. Southern Maine, Gorham/Col. of Ed. Info.: J. Martin, U. Southern Maine, 301A Bailey Hall, 04038 (207-780-5326).

16-20: World Future Society's general assembly, Sheraton Washington (D.C.) Hotel. Theme, ''Future View: The 1990s & Beyond.'' Info.: R. Schley, World Future Society, 4916 St. Elmo Ave., Bethesda, MD 20814 (301-656-8274).

20-25: *Int'l. Book Festival*, Managua, Nicaragua. This year's special program: "Focus: Children's Books." In conj., Nicaraguan Cultural Alliance plans a U.S. delegation tour July 16–26 (West Coast departure) & July 17–27 (East Coast departure). Info.: Nicaraguan Cultural Alliance, POB 53423, Washington, DC 20009 (202-234-9382 x268).

20-22: Adult Literacy & Technology annual conf., Galt House, Louisville, Ky. Fee, \$80. Info.: J. Charmoli, ALT Conf., 515 W. Market, Suite 650, 40202.

23-29: Magic of Storytelling wkshp., Princeton (N.J.) U. Features storyteller Susan Danoff. Fee, \$490. Info.: S. Danoff, 117 Gedney Rd., Lawrenceville 08648 (609-882-2879).

25–Aug. 9: Maine & the Maritimes Study Tour to: Maine, New Brunswick, Prince Edward Island, & Nova Scotia. Tour visits sites that inspired works like Anne of Green Gables, Evangeline, & the legends of Glooscap & Paul Bunyan. Spons., Wright State U./Col. of Ed. Info.: M. White, Col. of Ed., Wright State U., Dayton, OH 45435.

29-30: *Illinois Storytelling Festival*, Village Park, Spring Grove. Info.: Illinois Storytelling Festival, Inc., 9716 N. Rte. 12, POB 507, Richmond 60071 (815-648-2039).

August

1-4: Managing the Learning Process Institute, Eugene, Oreg. Spons., Assn. of Research Libs./Office of Management Services. Adv. regis. req'd. Info.: S. Jurow or M. Seales, OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

3-4: Understanding the MARC Format for Archival & Mss. Control wkshp., Boston, Mass. Spons., Society of American Archivists. Fee, \$225. Enrollment limited to 25. Info.: SAA, 600 S. Federal St., Suite 504, Chicago, IL 60605 (312-922-0140).

6-10: Urban & Reg'l. Info. Systems Assn. (URISA) annual conf., Boston (Mass.) Marriott Copley Place. Theme, "Charting the '90s: New Visions for Urban Technology." Info.: T. Palmerlee, Exec. Dir., URISA, 319 C St. S.E., Washington, DC 20003 (202-543-7141).

10-12: Summer Seminar for Writers & Illustrators of Children's Books, Mundelein Col., Chicago, Ill. Spons., Children's Reading Round Table of Chicago. Theme, "Channeling Creativity." Info. G. Larson, 208 Riverside Dr., Northfield 60093.

10-13: Assn. for Ed. in Journalism & Mass

DATEBOOK continued on next page.

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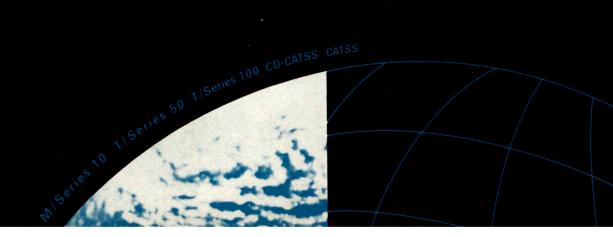
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Datebook continued

Communication/Mass Communication Bibliographers Special Interest Group annual conv., Washington, D.C. Adv. regis. req'd. Info.: M. Allcorn, Journalism Lib., U. Mo., 117 Walter Williams Hall, Columbia, MO 65211 (314-882-9156) or E. Block, Journalism Lib., Ohio State U., 100 Journalism Bldg., 242 W. 18th Ave., Columbus, OH 43210 (614-292-8747).

10-14: Int'l. Assn. of Hand Papermakers & Paper Artists annual conf., Reno, Nev. Info.: D. Stone, Annual Mtg. Ch., c/o Friends of the Dard Hunter Paper Museum, 2920 S. Wentworth Ave., Milwaukee, WI 53207 (414-744-6333).

12-13: Annual Hoosier Storytelling Festival, Broad Ripple Park, Indianapolis, Ind. Info.: E. Munds, Carmel Clay Pub. Lib., 515 E. Main St., Carmel 46302 (317-844-3363).

16-19: Pacific Northwest LA; Idaho LA jt. annual conf., Coeur d'Alene, Idaho. Theme, "One Person Can Make a Difference." Info.: G. Smith, Pres., PNLA, c/o Alaska State Lib., POB G, Juneau, AK 99811.

17-18: *CD-ROM* in the Lib.: Today & Tomorrow conf., UC/Berkeley. Spons., UC Berkeley/SLIS/Ext. Info.: SLIS, UC Berkeley Ext., 2223 Fulton St., 94720 (415-643-6903; Fax: 415-643-8683).

17-18: Lib. Services to Multicultural Populations int'l. seminar, Maison internationale de Rennes, Rennes, France. Spons., IFLA/Lib. Services to Multicultural Populations Section. Simultaneous translation in both English & French. Fee, 600F. Enrollment limited to 50.

Info.: Bibliothèque Municipale, 1, rue de La Borderie, 35042 Rennes cedex, Frances.

26-Sept. 1: Int'l. Assn. of Music Libs.; Int'l. Assn. of Sound Archives jt. int'l. conf., Oxford, U.K. Info.: P. Thompson, Lib., Royal Col. of Music, Prince Consort Rd., London SW7, U.K. (01-589-3643).

28–Sept. 1: World Computer Congress, San Francisco, Calif. Spons., Int'l. Fed. for Info. Processing. Theme, "Better Tools for Professionals." Info.: H. Gallaire, ECRC, Arabellastrasse 17, D-8000 Munich 81, Federal Republic of Germany.

29: Peak Performance: Maximizing Individual & Team Skills wkshp., Los Angeles, Calif. Also on Aug. 31 in Sacramento, Calif. Spons., Calif. State Lib. Fee, \$30. Info.: see July 11.

September

4-7: (British) LA conf. & exhib., Brighton Ctr. & Old Ship Hotel, Brighton, U.K. Theme, "Libs. Europe '89." Info.: R. Palmer, (British) LA, 7 Ridgmount St., London WC1E 7AE, U.K. (01-636-7543).

4-8: Int'l. Research Society for Children's Lit. symposium, Salamanca, Spain. Theme, "Aspects & Issues in the History of Children's Lit." Papers to be presented in English. Info.: before Aug. 1, K. Hoyle, IRSCL Secretariat, 1554 Fulham St., St. Paul, MN 55108; after Aug. 1, IRSCL Conf., Viajes Ecuador-Departmento de Congresos, Avda, Mirat 11-13, 37005 Salamanca, Spain.



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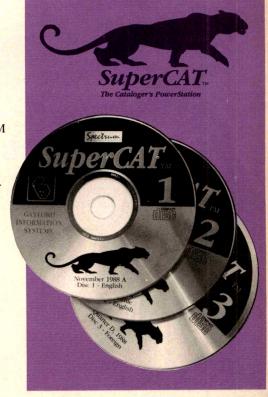
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Managing reprint files;

Q. I have just purchased a filing cabinet for my growing collection of professional readings and would like to know how other librarians organize their personal reprint files. Is it by topic, by date, or by journal? What software programs do you use to maintain your files? Mary E. Jackson, Head, Interlibrary Services Department, University Libraries, Van Pelt Library, University of Pennsylvania, 3420 Walnut St., Philadelphia, PA 19104-6206 (AL, Jan., p. 30).

A. I organize articles in my reprint file by assigning an accession number to each item as I acquire it. Then I use ProCite software (available in MacIntosh or MS-DOS format from Personal Bibliographic Software, P.O. Box 4250, Ann Arbor, MI 48106) to organize the items. ProCite can be used as a full-feature bibliographic database and retrieval tool and as a software program capable of creating complete, properly formatted bibliographies. ProCite allows me to search by keywords, words within specific fields, or a combination of terms within more than one field.

For indexing consistency, I adopted a standardized thesaurus for my reprint file subject headings. I used the headings from David Kohl's six-volume series, *Handbooks for Library Management*, as a starting point and have added to these as needed. For each article, I place the appropriate headings in the index field of the ProCite input form. ProCite permits free-text searching, which allows access to all fields, including the index/subject heading terms. This capability facilitates searching for the articles and does not limit me to using the accession numbers as the only access point.

I recently enhanced my system with Endnote software (available for the MacIntosh from Niles and Associates, 2200 Powell, Suite 765, Emeryville, CA 94608). Endnote permits me to download ProCite bibliographies into a select database of related items that I can use in writing reports or articles. Endnote facilitates the insertion of footnote references into the text at the appropriate points and automatically creates citation endnotes or reference lists.

This past summer, I worked with a group of marine biologists who maintain a large reprint file organized only by biological phylum. The suggestions and examples I gave them based on my experience were enough to convince them to purchase a copy of ProCite to organize their own files. H. Maynard Lowry, Director of Libraries, University Library, La Sierra Campus, Loma Linda University, Riverside, CA 92515.

A. I use the software program ProCite, version 1.4, produced by Personal Bibliographic Software for the IBM or MacIntosh. The system enables you to search in ways not possible with a manual system. Searches may be enhanced with both left-hand and right-hand truncation, and searching capabilities include the use of indexing terms, free-text searching, and boolean operators, as well as the ability to search by author, article title, and journal title. Searching takes only a few seconds for an average-sized database. The user may input records alphabetically by author and still be able to retrieve articles using a variety of alternative access points, such as title or subject. Duplicate articles are not a problem since the system can search for these. My primary reason for hav-

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's & A's become American Libraries' property and may be edited. Write to Emily Melton, c/o American Libraries ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

Emily Melton, editor

centralized book selection

ing a reprint file is that I want quick access to the articles. Using ProCite to create my database has given me the capability of searching over 300 records much more quickly and efficiently than I could have done manually. Since the program has a capability of 32,500 records, it will serve me for years to come. Angela Seymour, Cataloging Assistant, Medical Library, Memorial Sloan-Kettering Cancer Center, 1275 York Ave., New York, NY 10021.

Q. What public libraries are involved in centralized book selection? What procedures are used? (AL, Dec., p. 957). Rigmor Olesen, Coordinator, Office of New Books Selection, Brooklyn Public Library, Grand Army Plaza, Brooklyn, NY 11238.

A. Virginia Beach Public Library has used centralized collection development for four years. Three librarians select materials for a central library, five area libraries, a bookmobile, a municipal reference library, and a special services library.

Each librarian in the Collection Management Office is responsible for a specific area (either reference materials, audiovisual materials, or periodicals) as well as for subject materials for the adult and juvenile circulating collections, according to a profile for each building. Agency heads provide suggestions for retrospective materials—subject requests or specific titles to be replaced. The collection management staff and public-service librarians meet monthly to discuss collection needs and to analyze and evaluate specific areas of the collection. Toni A. Lohman, Collection Management Librarian, City of Virginia Beach, Department of Public Libraries, 4100 Virginia Beach Blvd., Virginia Beach, VA 23452.

As Eleanor Jo Rodger, executive director of the Public Library Association, suggests contacting the Baltimore County Public Library (c/o Materials Selection Coordinator, 320 York Rd., Towson, MD 21204-5179) or the Fairfax County Public Library (c/o Materials Selectors, 11216 Waples Mill Rd., Fairfax, VA 22030), since both of these libraries use centralized book selection. —Ed.

Over to you

- 1. Providence Public Library has received a grant from the Rhode Island Department of State Library Services to develop a literacy program. Part of the grant will go toward purchasing a literacy collection. We are concerned about the sensitivity of the literacy issue and do not wish to demean the very people we are trying to reach by implying that these materials are "juvenile reading." What have other libraries done to solve this problem? What term do you use to identify the literacy collection? (R.I.)
- 2. Do libraries with a monograph budget of less than \$30,000 find it worthwhile to evaluate all gift books? Do you search each title in *Books in Print* or other bibliographies? (lowa)
- **3.** Our library needs a source of *current*, inexpensive pamphlets for our pamphlet file. The materials should contain timely information which can be used in high school term papers. (Pa.)

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The Source, highlighting useful items in major areas of library/information activity, is written by Holly Rogerson, reference intern at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

=publicity=



Problem-seekers. Wearers of these t-shirts, adorned with "What's your problem? Tell me, I'm an information specialist," found that they generated a lot of interest. The shirts, which say "Graduate School of Library Service" on the back, were produced by the Student Advisory Committee, University of Alabama graduate library school.

Kids' PR. Community Outreach and Publicity targets public relations programs to meet the needs of children's departments in libraries. Author Kathleen Petrie outlines methods to ensure public knowledge, use, and support of the children's library.

The 15-page booklet details the phases of developing and carrying out a PR program:

1) setting goals and objectives, 2) planning, 3) implementing, and 4) evaluating. The booklet concludes with a sample PR project suitable for a small or medium-sized library.

No. 10 in the Canadian Library Association's Library Service to Children series. \$6 from CLA, 200 Elgin St., Suite 602, Ontario, Canada K2P 1L5 (0-88802-230-1).

Attracting attention. Public Relations for Libraries provides a guide for developing and executing PR programs in libraries. Authors Anne F. Roberts and Susan Griswold Blandy focus on the need for a continuing PR effort.

Part one of the three-part guide gives background information on the history of PR, the importance of image to a library, and the development of relationships with both the media and the public. The second part tells how to plan programs to publicize the library, with separate chapters on academic, museum, public, and school libraries. The final part outlines public relations sources, principles, and policies. The 184-page paperback is \$23.50 U.S. and \$28 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155 (0-87287-684-5, 88-26849).



Tote tactics. This design is featured on a new plastic book tote being sold (10¢ apiece) by the Cleveland Public Library in conjunction with the Library of Congress' "Year of the Young Reader" campaign. The campaign slogan "Give Us Books, Give Us Wings" is colorfully emblazoned on the tote in shades of purple, red, and orange.

=info briefs:

Facilitating online access to databases is the purpose of the 13 software packages reviewed in *Gateway Software & Natural Language Interfaces*, edited by James A. Benson and Bella Hass Weinberg.

The reviews are arranged in four sections devoted to gateways, gateway software, gateway services, and natural language interfaces and artificial intelligence. The reviews describe and evaluate each software package, considering such factors as ease of use and learning, error trapping, and value.

A 700-item bibliography, glossary, software directory, and author/subject index are included. The 204-page paperback is the second in the Library Hi Tech Special Studies Series. \$45 plus \$2 shipping from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87654-213-3, 88-19615).

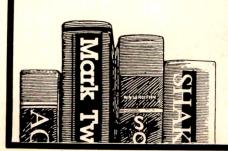
Eye on optical. CD-ROM and Other Optical Information Systems examines implementation issues for libraries. Authors Nancy Eaton, Linda Brew MacDonald, and Mara

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R. Saule provide an overview of the technology and its library applications in this practical guide.

Topics detailed include the different types of optical media, how data are prepared and discs produced, potential uses in public and technical services, pricing, and staffing decisions. The final chapter presents nine case studies concerning the selection, installation, and use of optical information systems, taken from a variety of library types: large and small, public, academic, and school.

The 176-page paperback is \$29.50 in North America, \$35.40 elsewhere from Oryx Press, 2214 N. Central, Phoenix AZ 85004 (0-89774-448-9, 88-29385).

Online medical info. A Basic Guide to Online Information Systems for Health Care Professionals provides information on various online sources of medical information. Physician Ronald G. Albright has directed his book to those who would like to do end-user searching on medical topics.

The guide begins with a look at various medical databases, offered through a variety of vendors. Included in this discussion are PaperChase, Dialog's Medical Connection and Knowledge Index, BRS/Colleague, and the full-text service MEDIS. The final chapters explain the software, mechanics, and system designs required to use the databases.

Appendixes contain such information as

No obligation, except to your librarians.

telephone numbers and addresses of vendors, and a glossary. 296 p., \$27.50 plus \$2.45 shipping from Information Resources Press, 1700 N. Moore St., Suite 700, Arlington, VA 22209 (0-87815-056-0, 87-083599).

Info-retrieval text. Concepts of Information Retrieval presents the major principles of retrieving information, while minimizing the technical complexities. Author Miranda Lee Pao combines the work of prominent theorists in the field with that of current researchers.

The text is arranged in three main sections: Part one treats information, users, the concept of relevance, and other ideas basic to information science. Part two deals with information representation, file organization, search strategies, and other functions of information retrieval systems. Part three focuses on the evaluation of retrieval systems. A concluding chapter touches on artificial intelligence and expert systems.

285 p., \$28.50 U.S., \$34.50 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155 (0-87287-405-2, 88-39271).

Meckler's CD-ROM pair. Two new titles from Meckler Corporation look at the hot new technology of CD-ROM.

• The Librarian's CD-ROM Handbook provides step-by-step information on setting up CD-ROM information systems, from selec-

tion through implementation and evaluation. Author Norman Desmarais discusses hardware, management issues, library applications such as acquisitions and reference work, and specialized applications in areas such as business, education, and science. The conclusion addresses the future of CD-ROM technology in libraries.

174 p., including a bibliography and a name/title/subject index. \$35 (0-88736-331-8, 88-9181).

• CD-ROM Applications and Markets is a guide to the utilization of the technology in a variety of settings. Five essays, edited by Judith Paris Roth, discuss the use of CD-ROM in such areas as information service, government and law, and education. Current trends are highlighted by the exploration of major applications in each area.

An index of companies, organizations, and products is included, as well as a list of information resources. 147 p., \$34.50 (0-88736-332-6, 88-13350).

Both books are available from Meckler, 11 Ferry Lane West, Westport, CT 06880.

= nonprint:

Books-on-tape guide. An Evaluative Directory to Producers and Distributors of Unabridged Books on Cassette Tape is intended to aid librarians working on collection development in the area of audiocassettes. Author Preston Jones Hoffman collected the information through questionnaires sent to both suppliers and librarians.

After a review of the literature, Hoffman discusses the procedures followed in the survey process and its general findings. Next the replies received from suppliers and librarians are listed, arranged by supplier name. Appendixes show the forms of the questionnaires used and the addresses and phone numbers of the suppliers.

The 37-page paperback is No. 184 in the series of Occasional Papers from the University of Illinois Graduate School of Library and Information Science (ISSN 0276-1769). \$5 plus \$2 shipping from Publications Office, University of Illinois at Urbana-Champaign, 249 Armory Bldg., 505 E. Armory St., Champaign, IL 61820.

Child development concerns are the theme of the "Lecture Library" from the Parents Resource Network, a nonprofit service agency. The series of audiocassettes features psychologists, educators, and doctors giving professional insights on preschool child development issues. A question-and-answer period follows each lecture.

Topics covered include prenatal care, child-hood socialization, positive discipline, and family nutrition. The complete set of 20 tapes is \$145, with single tapes \$9.95 each. A brochure detailing the content of each tape is available at no charge from Parents Resource Network, POB 3054, Skokie, IL 60076.



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Fearful food. Warning: Food May Be Hazardous to Your Health, an HBO documentary made with assistance from Consumers Union, is just one of the many new videos in the Ambrose Video 1989–1990 Catalog. The free 92-page catalog also includes such series as the BBC's Shakespeare plays and "The Ascent of Man" and PBS's "Nova," as well as a variety of children's programs. Ambrose Video Publishing, 381 Park Ave. South, Suite 1601, New York, NY 10016.

Formulating film festivals. An Encyclopedia of Film Festivals provides help for individuals or groups who are planning a film program. Authors Robert A. Nowlan and Gwendolyn Wright Nowlan suggest films that are appropriate for festivals focusing on 11 film genres, from westerns to science fiction, and 81 subgenres (such as slapstick and social comedies within the overall genre of comedies).

Each genre is introduced by a brief essay explaining its history and stars. A paragraphlength introduction of each subgenre is followed by a list of 10 films recommended for a festival. The entry for each film includes its title, date, studio, running time, director, principal cast, and whether it is black-and-white or color. 369 p., \$95 from JAI Press, 55 Old Post Rd. No. 2, POB 1678, Greenwich, CT 06836-1678 (0-89232-734-0, 88-13152).

Nonbook cataloging. Author Carolyn O. Frost details the decision areas encountered in cataloging nonbook materials in *Media Access and Organization*. The media discussed include cartographic materials, sound recordings, video recordings, microcomputer software, three-dimensional realia, and microforms.

Arranged by media type, the guide contains a discussion of bibliographic control, organization, and descriptive cataloging for each type, as well as information on access points. The analyses discuss rules from the most recent revision (1988) of AACR2 and contrasts them with previous rules. Examples of both card and OCLC MARC formats follow the discussion of each media type. 265 p., \$26.50 U.S., \$32 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155 (0-87287-583-0, 88-27302).

bibliography

American fiction bibliographies. The Bibliography of Contemporary American Fiction, 1945–1988 describes over 600 bibliographical accounts of writers who achieved prominence after 1945. Authors William McPheron and Jocelyn Sheppard have emphasized current reference tools dealing with individual writers although some works dealing with more than one author are included.

The checklist covers genres such as science fiction and mysteries, in addition to mainstream fiction. The brief section on bibliographic accounts focusing on more than one writer is arranged alphabetically by author or editor where one exists, and otherwise by title. The section on works dealing with a single author, which constitute the bulk of the book, is arranged alphabetically by each author's name. Paragraph-length annotations accompany each entry.

Contains subject and author indexes. 190 p., \$39.50 from Meckler, 11 Ferry Lane West, Westport, CT 06880 (0-88736-167-6, 88-13522).

Black American Women in Literature provides bibliographic coverage of authors' works published from 1976 through 1987. Compiler Ronda Glikin searched over 80 pe-

riodicals and 200 books, including science fiction and children's literature, to gather the 4,183 brief citations.

Included are poetry, short fiction, novels, essays, and plays. Criticsm on the writers covered is also included. The main section of the bibliography is arranged alphabetically by author. Each author's works are then listed, grouped by genre, and any published criticism is cited. One appendix lists general works on black women writers, and another lists authors by their genre.

Contains a name/title index. 264 p., \$35 plus \$2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-372-1, 88-43488).

Jewish lives recorded are the focus of Jewish Autobiographies and Biographies. Author David S. Zubatsky includes books, dissertations, and selected theses in this international bibliography containing works on or by Jews who have lived during the last 20 centuries.

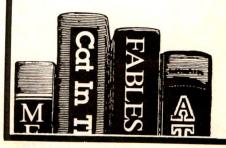
The entries are arranged alphabetically according to the name by which each subject is most commonly known. Information concerning country of origin, occupation, contributions, and birth and death dates is given at he beginning of each entry, as well as original name if known. Brief annotations are provided only in those instances in which the title of the work is not self-explanatory. In-

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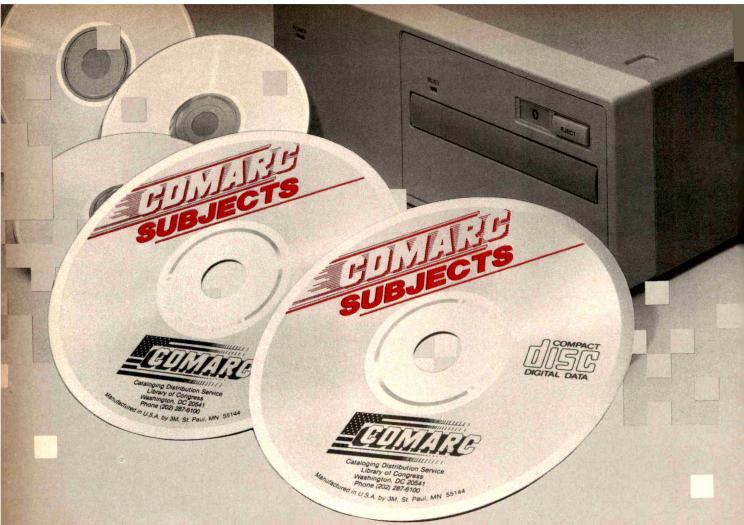


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dexed by occupation or topic, from "actors" to "Zionist activists and leaders."

370 p., \$47 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-5643-4, 88-32767).

Gridiron guide. The Pro Football Bio-Bibliography contains basic player data and sources for further information on over 1,400 players. Author Myron J. Smith covers the period from the formation of the NFL in 1929 through 1988.

The materials cited include monographs, periodical articles, league publications, team yearbooks and programs, and commercially published annuals. Neither sports-oriented nor regular newspapers are cited. The alphabetically arranged entries give name, position, NFL club(s) with dates, and Hall of Fame membership information. Under each subject, references are listed alphabetically by author.

The 288-page paperback is \$25 from Locust Hill Press, POB 260, West Cornwall, CT 06796 (0-933951-23-X, 88-37741).

=librarian's library

Keeping safe is the focus of Spec Kit no. 150, *Building Security and Personal Safety*, from the Association of Research Libraries' Office of Management Studies.

The publication gives the results of a survey conducted last year on the existence of library policies in the areas of general building security, disruptive behavior, and emergencies. The bulk of the kit consists of documents from 30 of the 73 responding libraries concerning general security, responsibilities of security personnel, building security and problem behavior policies, and emergency procedures. 141 p., paper, \$20 prepaid from SPEC, Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to "ARL Office of Management Studies," and include \$8.50 for postage outside the U.S. (\$5 for Canada).

Administering public libraries. Public Library Organization and Structure examines the public library as a formal organization. Author T.D. Webb discusses both underlying principles and practice in this handbook.

The first chapter outlines the organizational divisions of labor possible in the public library and concludes with a series of organizational charts. The second chapter is devoted to the topic of professionalism and includes a set of job descriptions. The third chapter discusses structures and meanings of public librarianship, including organizational culture. 248 p., \$35 plus \$2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-395-0, 88-31484).

Grants for Libraries and Information Services are described in a new publication from The Foundation Center. Some 944 grants of

over \$5,000 made in 1986 and 1987 by 284 foundations are listed. Grants for construction, operations, acquisitions, computerization, and library science education are included, as well as those for consumer and citizen information.

The initial arrangement by foundation is followed by separate indexes by recipient name, recipient location, and subject. The final section lists the foundation address and the limitations on its grants.

The 64-page paperback is \$40 from The Foundation Center, 79 Fifth Ave. at 16th St., New York, NY 10003 (0-87954-278-0).

Appraising vendors. Guide to Performance Evaluation of Library Materials Vendors, developed by ALA's Resources and Technical Services Division, provides information to help acquisitions staffs develop measures to judge the service they receive from vendors.

The guide begins by outlining vendor services for various types of materials, such as domestic monographs, small press publications, and music. The next section examines qualitative assessment and quantitative measures, including specific methods of data analysis. Guidelines and procedures for statistical studies are then discussed, as well as methods of computer-generated evaluation. The 24-page booklet is \$4.95 from ALA Books, 50 East Huron St., Chicago, IL 60611 (0-8389-3369-6, 88-38953).

=networks=

Networking in California. California Conferences on Networking publishes the proceedings from four day-long conferences held around the state last September to explore the concept of multitype library networking and set future directions.

Contents include the keynote address on strategies by business author Carolyn Corbin, excerpts from 16 panelists discussing network functions and services, and small group discussions on network benefits and barriers. The 200-page paperback is \$15 plus \$2 shipping (Calif. purchasers add 6.5% sales tax) from California State Library Foundation, POB 942837, Sacramento, CA 94237 (0-929722-29-9).

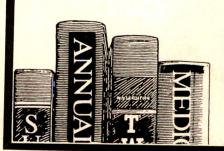
Personal touch. Human Relationships in Library Network Development examines how the human aspects of networks can influence their effectiveness. Author Charles T. Townley discusses communications structures, resource flows, and perceptions that may prevent a network from reaching maximum efficiency. First, Townley uses organizational theory to show the nature of networks, and outlines how they achieve their goals. Next, various types of interventions, including technostructural and human resource management, are surveyed to show their potential for increasing network effectiveness. The final

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chapter gives recommendations for the future of networks. 161 p., \$25 from The Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02086-1).

new serials:

Promoting academia. The Journal of Marketing for Higher Education addresses the administrative aspects of planning and market analysis for colleges and universities.

The new journal is primarily aimed at university administrators who are responsible for student recruitment and image enhancement of the institution. With the emphasis on marketing, information is provided for admissions, public relations, development, and academic administration. The editorial staff further hopes that marketing for higher education may be "integrated into a coherent discipline."

Subscriptions to the journal, to be published biannually, are \$24 for individuals, \$32 for institutions, and \$42 for libraries. Librarians can request sample copies on their official letterhead from Haworth Press, 12 W. 32nd St., New York, NY 10001-3813 (ISSN 0884-1241).

Evaluating info. Subtitled "Tips & Techniques for Smart Information Consumers," The Information Advisor offers advice and strategies for locating experts and insuring that facts and data are reliable. Editor Robert Berkman stresses the need for such a publica-

Laser Scanners

Portable Bar Code Scanners

tion. "Ironically," Berkman says, "the increase in the amount of information has made it even more difficult to quickly identify the best facts on a particular subject. Professionals need some way to get a handle on quickly evaluating their sources."

The first issue of the newsletter covers such topics as choosing a CD-ROM database, detecting bias in sources, and evaluating research studies. Also included are tips on obtaining sensitive information from experts and getting past a potential source's secretary. Future issues will feature such topics as directories of subject experts and state and international information sources. An annual subscription to the monthly, eight-page newsletter is \$95 for from The Winters Group, 14 Franklin St., Suite 920, Rochester, NY 14604.

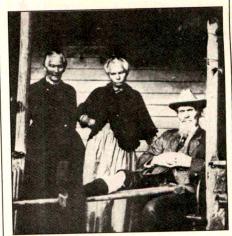
Sensitive psychotherapy for gays is the goal of the Journal of Gay and Lesbian Psychotherapy, from Haworth Press. Edited by Dr. David Scasta, clinical assistant professor at Temple University Medical School, the journal is a practical multidisciplinary forum for psychotherapists who treat gay and lesbian patients.

Dr. Scasta says that the purpose of the journal is "...to facilitate the quality of life of gay and lesbian individuals by fostering effective, sensitive forms of psychotherapy for those...who require emotional, psychological, or psychiatric support in managing their lives. The journal does not support any philosophies or forms of treatment which de-

800-621-0854, x470

grade or engender self-hatred or despair"

Annual subscriptions are \$24 for individuals, \$30 for institutions, and \$36 for libraries from Haworth Press, 12 W. 32nd St., New York, NY 10001-3813 (ISSN 0891-7140). Librarians may request a free sample issue on their official letterhead.



A mature perspective is provided by Harvest, a new magazine featuring reminiscences, poems, stories, and personal, family, and regional histories by people age 50 and over. The photo above accompanies Carol Bates' historical sketch, "An Oregon Home," in the second issue. Annual subscriptions to the bimonthly publication are \$10 and sample copies are \$2 from Reader's Hearth, 2322 Latona Dr. NE, Salem, OR 97303 (ISSN 0896-9604).

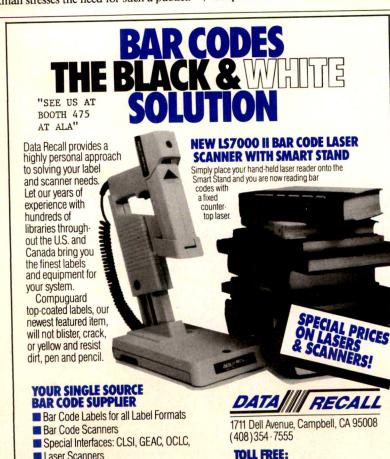
resources

American winners. Number One in the U.S.A. furnishes information on record performances by Americans both within the U.S. and abroad. Author Thomas P. Slavens has gathered data in the areas of sports, entertainment, business, and science that will interest browsers as well as readers needing a particular fact.

Sources (title, date, and page) are cited for all data. Arranged by Library of Congress subject headings, the entries are also accessible through the subject index. 204 p., \$20 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8198-2140-0, 88-14823).

New Yorker index. Author Robert C. Mc Kay provides access to the contents of the magazine's departments (groupings of articles of similar subject matter) in New Yorker Anatomy, a two-volume paperback index. The departments are listed alphabetically, with volume one covering "Affairs of State" to "Onward and Upward with the Arts," and volume two picking up with "Onward and Upward with Wall Street" through "Wartime Childhood." Both volumes cover 1975 through 1989.

Articles are arranged alphabetically by the author's name within the departments. A typ-



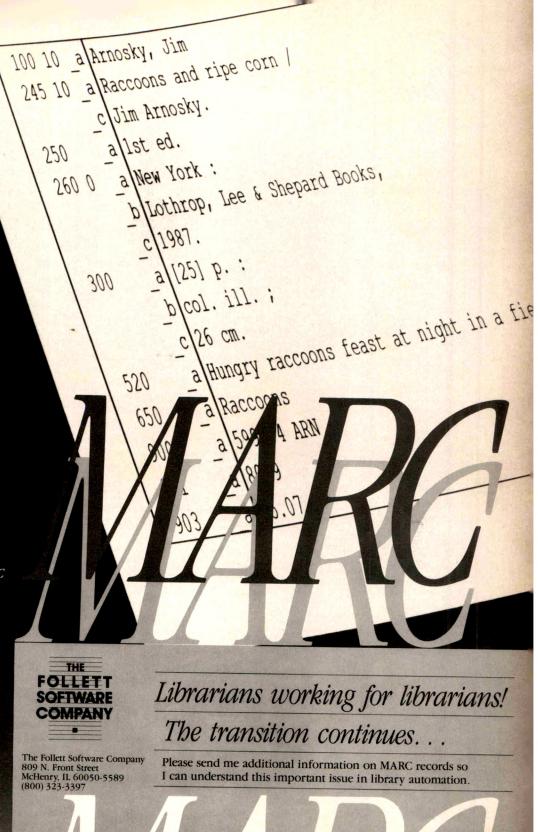
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The Source

ical citation includes the article's title, author, subject, date, and beginning page number. Access by author's name is also provided through a separate author listing giving cross references to the main list. Future volumes will index the magazine's profiles from 1971–1989 and departments from 1925–1940. Each 79-page volume is \$18 from Lincoln Associates, POB 507, Madison, WI 53701.

Homes for the developmentally disabled. More than 1,500 group homes, supervised apartment programs, community-based residential facilities, and institutions, all located in the U.S. and its possessions and territories, are listed in the *Directory of Residential Centers for Adults with Developmental Disabilities*.

The state-by-state entries give a profile of each facility, detailing its sponsorship, ownership, and programs; explaining the type of clients served (age and nature and severity of disabilities); and listing clinical, social, rehabilitative, educational, and vocational services offered. The number and type of professionals on staff are also specified.

The facilities are indexed by the characteristics of clients accepted and the types of programs offered. The 396-page paperback is \$75 in North America, \$90 elsewhere, from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-533-7, 88-30451).

Organ donor guide. Life from Death: The Organ and Tissue Donation and Transplantation Source Book with Forms examines the legal framework surrounding the donation of organs and tissue in the U.S. Author Phillip G. Williams provides a detailed look at our system of "encouraged volunteerism" and the role of state and federal law in supporting anatomical gifts.

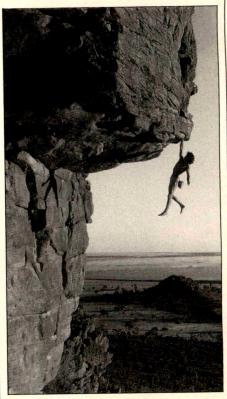
The overview presented in the first chapter discusses basic issues such as the shortage of donors, the scope of uses for anatomical gifts, and ethnic and religious variations in attitudes toward donating. Chapters two and three examine specific federal legislation concerning anatomical gifts, and the final chapter offers a state-by-state roundup of existing laws. Appendixes cover additional legislation and include a glossary and a directory of support services.

A bibliography and a name/subject/title index are included in the 252-page paperback. \$19.95 from the P. Gaines Co., POB 2253, Oak Park, IL 60303 (0-936284-44-7, 88-24461).

Insurance terminology is defined by compiler Michael C. Thomsett in the *Insurance Dictionary*. Thomsett provides definitions of the words and phrases used in this complex and confusing industry in a tool aimed at both the insurance professional and the consumer.

The dictionary has four principal parts: 1) the major section, a cross-referenced glossary of terms, including illustrative diagrams; 2) a current listing of contact addresses for state insurance commissioners; 3) a current listing

of contact addresses for each Canadian provincial agency; and 4) an alphabetical summary of abbreviations commonly used in the industry. 256 p., \$29.95 plus \$2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-391-8, 88-7947).



Rock star. Free climber Stefan Glowacz hangs by a fingernail from Mt. Arapiles in Australia in one of the 140 color photos by Uli Wiesmeier in Rocks Around the World. The volume offers a photographic look at sport climbing (without artificial aids) of some of the world's most challenging rock faces. The 144-page, 91/2-by-121/2-inch hardback with text by Glowacz is \$24.95 from Sierra Club Store Orders, 730 Polk St., San Francisco, CA 94109 (0-87156-677-X, 88-11406).

Government gifts. Author Michael Spencer discusses the publication programs of more than 50 agencies in *Free Publications from U.S. Government Agencies*. The publications, all available free to libraries, span a broad range of types, from books and pamphlets to bibliographies and reading lists. The sources described include many not listed in the *U.S. Government Manual*.

Following an introduction and a section on how to use the guide, the agency publication programs are described on an agency-by-agency basis, with the agencies grouped by such subjects as crime and health. An initial chapter covers those agencies, such as the Consumer Information Center, that publish across a spectrum of topics. The section on each agency describes its mission and activities, and then its publications and their quality. 124 p., \$14.50 U.S., \$17.50 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-622-5, 89-2744).

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currents







Sandra Carol Miranda

Shu-chen Wu

Claudia Sumler

☐ At Vail (Colo.) Public Library Mimi Dokken has become adult services librarian.

The new assistant director of Muncie (Ind.) Public Library is John E. Drumm.

Judith M. Foust is now deputy director of Brooklyn (N.Y.) Public Library.

Elaine Harrison has become the Library of Michigan's new government relations specialist in its User Services Division.

Antoinette (Toni) Hoffacker now manages Chester County (Pa.) Library.

Bill Hood has been named assistant director for public services at Fairleigh Dickinson University library, Madison, N.J. At Armstrong State College, Savannah, Ga., Caroline Hopkinson is now reference/ bibliographic instruction librarian.

The new head of the East Asiatic Library's Japanese Division at UC/Berkeley is Yuki Ishimatsu.

June 1 Casper LeRoy Jordan retired as deputy director of Atlanta-Fulton (Ga.) Public Library. Jordan was the 1981 winner of the Distinguished Service to Librarianship Award from the Black Caucus of ALA in 1981 and helped found Freelance: A Magazine of Poetry and Prose.

Paula Kaczmarek is now chief of Detroit (Mich.) Public Library's Sociology and Economics Department. ☐ The new executive director of OHIONET is Joel Kent.

At Yale University Library, New Haven, Conn., Latif Khayyat is now Near East catalog librarian and Merri Beth Lavagnino is now assistant head of the Systems Office. Adelia L. Lines has become San Francisco (Calif.) Public Library's first library and cultural services director.

Tatjana Lorkovic has been named curator of Yale University Library's Slavic and East European Collection.

May 15 Greg Lubelski became Cuyahoga County (Ohio) Public Library's operations director.

Aug. 15 S. Michael Malinconico becomes the first holder of the EBSCO Endowed Professorship at the University of Alabama library school, Tuscaloosa. He presently serves as dean of Pratt Institute library school, Brooklyn, N.Y.

Sandra Carol Miranda now directs White Plains (N.Y.) Public Library.

Herbert F. Mutschler has retired as King County (Wash.) Library System director, a post he held since 1963.

Susan Nearing-Nixon now serves as assistant director for public services at the Library of Michigan. ☐ The new minority/nontraditional services li-

brarian at Western Michigan University library, Kalamazoo, is Willie Mae O'Neal.

B. Joseph O'Neil, Boston (Mass.) Public Library's longest tenured staffer, has retired as supervisor of research library services. O'Neil, who joined the BPL staff as a library aide in 1933, received the Henry L. Shattuck Public Service Award in 1985 from the Boston Municipal Research Bureau. Mark R. Parker is now library network specialist for Auto-Graphics, Inc., and is based in Sacramento, Calif. He last served as coordinator of the Mountain-Valley Library System, Sacramento, Calif. Dhilip A. Place recently became director of Harford County (Md.) Library. The new library director for the International Theatre Institute of the U.S., New York, N.Y., is Louis A. Rachow. April 3 Linda K. Reida began serving as librarian for special programs at Western Carolina University library, Cullowhee, N.C. Maxine Reneker is now director of instructional and research services at Stanford (Calif.) University Libraries.

Timothy F. Richards has become library director at the University of Michigan/Dearborn.

Margaret Smith now heads Evergreen Park (Ill.) Public Library. The new assistant director of Boulder (Colo.) Public Library is Randy Smith.

Susan Norris Studebaker has been named director of extension for the Public Library of Columbus and Franklin County, Ohio. Claudia Sumler has become the first head of administrative and borrower services for Anne Arundel County (Md.) Public Library.

Nell Thomas has joined the Tuskegee (Ala.) University Library staff as head of the Veterinarian Medicine Library.

Shawn Tonner is now assistant director, public services, for Florida State University library, Tallahassee. Gregor Trinkaus-Randall recently became collec-

CORRECTION: The Honeywell Project recently gave Sanford Berman, head cataloger for Hennepin County (Minn.) Library, a public award for "peace and justice activity." The award commemorates his socially conscious contributions to subject headings. AL erred in citing the award as coming from the Honeywell Corporation (April, p. 294).

tion management consultant for the Massachusetts Board of Library Commissioners.

Judy Trishman now serves as the first capital projects administrator for the Public Library of Columbus and Franklin County, Ohio.

Patricia Tuohy now coordinates the Central Texas Library System, Austin.

Martha B. Van Riddle has begun service as director of Avon (Mass.) Public Library.

Marion Vassilakos recently became assistant city librarian at San Bernardino (Calif.) Public Library. Wolfram Von Maszewski is now genealogy and local history librarian for Fort Bend County (Tex.) Library System's George Memorial Library.

Julia F. Wallace now heads the University of Minnesota/ Twin Cities' Government Publications Library. ☐ E. Elizabeth Weston is now assistant librarian at the University of Delaware Library's Central Processing Department, Newark.

Shu-chen Wu has become assistant audiovisual librarian for the Mississippi Library Commission. Mary Lee Xanco has been appointed collection development officer for Northeastern University library, Boston, Mass. UVirginia State librarian Ella Gaines Yates has received a Serwa Award from the Virginia Commonwealth Chapter of the National Coalition of 100 Black Women. Serwa is Gahanian for women possessing outstanding qualities.

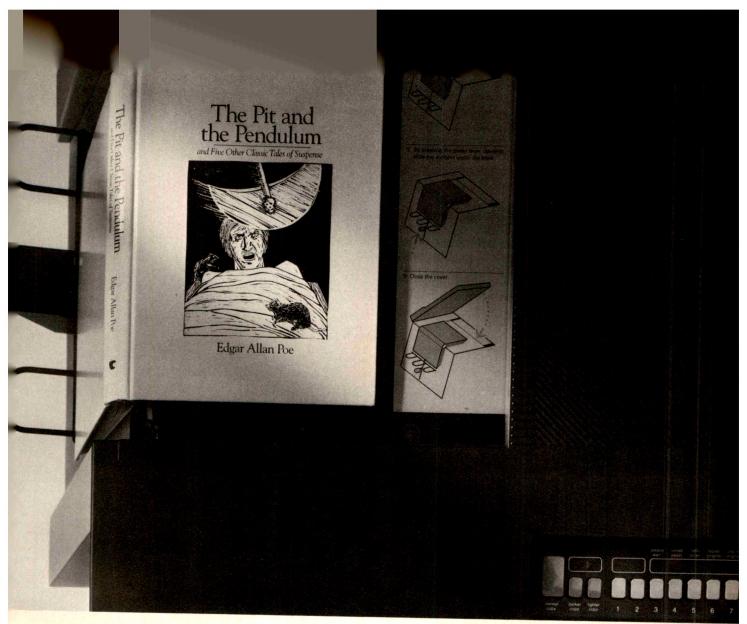
Ja'acov Ziso recently became cataloger of Hebrew and Jewish studies at Northwestern University Library's catalog department, Evanston, Ill.

Making Waves

This fall, two Georgia universities will launch a creative minority librarian intern program designed to immerse participants in the multifaceted world of their newly chosen profession.

Funded in part by money endowed to Emory University's disbanded library school, the program will put an Atlanta University library school graduate to work for one year in the General Libraries of Emory University. According to Luella Davis, chair of the Minority Librarian Intern Task Force, Emory will replicate "a typical year's work experience." The intern will serve in several different library departments, with reference being the "home base" for Year One.

Joan Gotwals, Emory University vice provost and director of libraries, looks forward to attracting to Emory "minority librarians...to gain the benefit of their ideas...and provide them with a challenging professional experience." Agrees Lorene Brown, Atlanta University library school dean: "We are sure that our students will benefit greatly by working in an ARL library."



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At Bowling Green State University... PC stands for popular culture

In 1969, a library risked ephemerality by dignifying ephemera as a "collection"; today, researchers study matchbooks to manuscripts at the Popular Culture Library

by Fannie Weinstein

ROM THE MOMENT BOWLing Green (Ohio) State University's Popular Culture Library (PCL) opened its doors in 1969, its future was uncertain. Run by a two-person staff on a minuscule budget, its holdings consisted mainly of gifts and materials that could be bought in bulk as inexpensively as possible.

But on the eve of the library's 20th anniversary, its fate is hardly in question. Indeed, PCL is now considered to be the largest and most comprehensive research facility of its kind in the country.

"Our most outstanding collection is the Popular Culture Library," says Rush G. Miller, dean of libraries and learning resources at Bowling Green. "It has reached what I like to think of as a critical mass of importance."

Although PCL has undergone many changes since its inception, its goal has remained the same—to acquire and preserve primary research materials on 19th-and-20th-century American popular culture. Today the library houses more than 70,000 books and 100,000 serials, and boasts extensive collections of non-traditional resources, such as posters, postcards, greeting cards, advertisements, travel brochures, and other ephemera.

Fannie Weinstein holds an assistantship in the Popular Culture Library. She is also a graduate student in popular culture and a freelance writer.





Though it gets more attention, PCL's campaign button collection (top) is no better than some of its literary genre collections, says librarian Rush Miller. (Bottom) Frank Merriwell and Buffalo Bill are but a few of the heroes in PCL's dime novel collection.

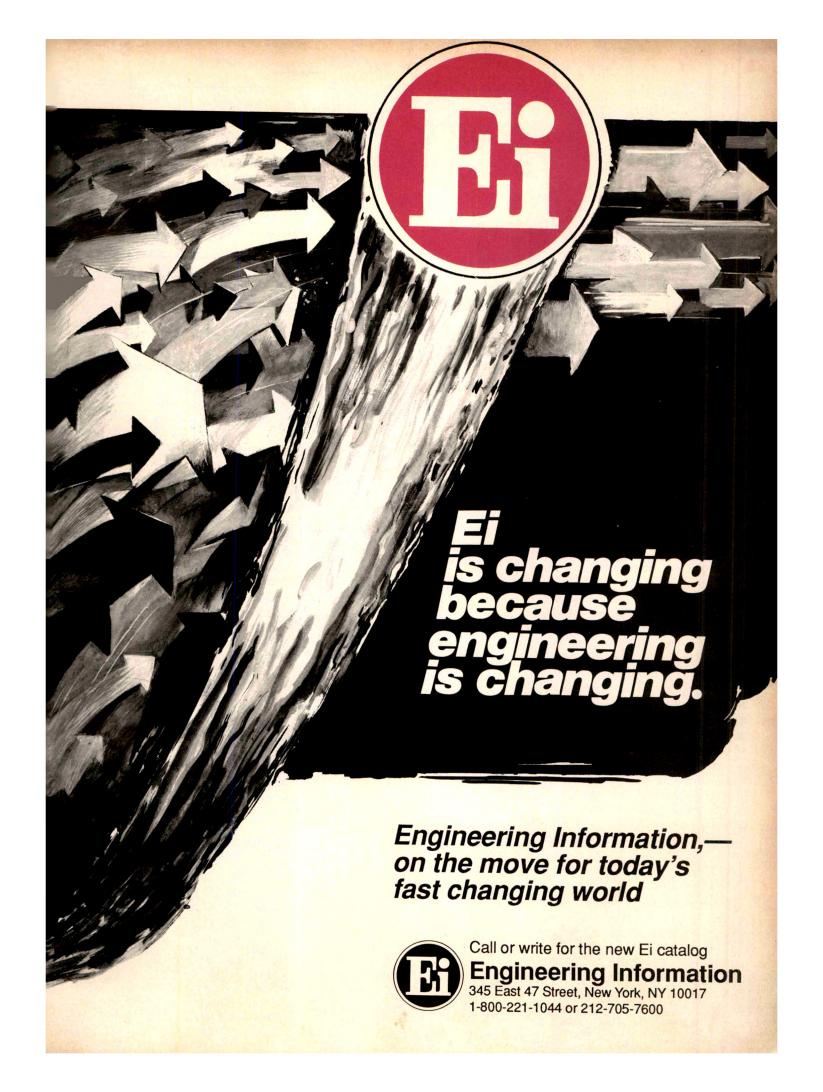
Parallel growth

The growth of the library has paralleled the growing interest in popular culture as an academic discipline at universities across the country. According to Ray B. Browne, chairman and founder of the country's only degree-granting popular culture program, at the same time that popular culture studies began to flourish in the classroom, the need for libraries to begin collecting research and teaching materials in the field became apparent.

Like the field of popular culture, the library's collections are difficult to summarize because they are so diverse and wide-ranging.

Browne eventually got the go-ahead for a popular culture library from the university administration. Together with Bill Schurk, who had been hired by the university to develop a recordings collection to support research and teaching in music, he began slowly building the library's holdings.

Browne and Schurk haunted secondhand shops, garage sales, and estate auctions in search of materials. "In the early years," says Browne, "almost everything was useful because we didn't have anything."





Mary Worth, Steve Roper, and Kerry Drake are among the comic strip stars in PCL's collection. In addition to some 20 linear feet of original comic strip artwork, there are also story outlines, research files, scripts, photos, and correspondence.

Garage sale acquisitions

The pair also sought donations from alumni, members of the Popular Culture Association (after its establishment in 1970), and the general public. A single donation of books and recordings from Cleveland radio personality Bill Randle—valued at \$75,000—initially made up the core of the collection.

Browne and Schurk did not limit their search for materials to the Bowling Green area during PCL's infancy. "We'd go to Detroit and Cleveland and Cincinnati and Toledo and get a whole station wagon full of books for \$25," recalls Browne.

Browne and his wife once visited a potential contributor in Iowa and found a cache of glass transcriptions of a popular Midwest radio program stored in a barn. On another occasion, Browne and Schurk drove to Fort Wayne, Ind., after hearing about a warehouse full of old pamphlets and other publications. "We never bothered not going because Schurk and I learned that occasionally, if you turn something down, you miss a treasure," says Browne.

Library stepchild

Not everyone, however, shared their enthusiasm. "For the first 15 years of its existence, the Popular Culture Library was literally a stepchild of the library system and that's being generous," says librarian Miller. "If you had polled the library staff 10 years ago, the vast majority would have said, 'This is all junk and it ought to be discarded.' The fact that it exists is a tribute to the stubbornness of people like Ray

Browne and Bill Schurk. Now even the old skeptics see the Popular Culture Library as an important part of our library system."

Like the field of popular culture, the library's collections are difficult to summarize because they are so diverse and wide-ranging. Popular fiction predominates, particularly novels in the mystery/detective, science fiction/fantasy, western, romance, movie and TV-tie-in, and histori-

PCL goes Hollywood

Within PCL's performing arts collections are more than 4,000 television and motion picture scripts, including rare copies for classic films such as Gone With the Wind, Treasure of the Sierra Madre, and The Birds.

Students and devotees of the small screen can study scripts from "Studio One," "The Andy Griffith Show," "The Odd Couple," "Days of Our Lives," and "All in the Family."

Hollywood's bountiful ephemera—posters and press kits—also enrich the collections. Some 6,000 posters, from MGM, 20th Century Fox, Republic, Paramount, Warner Brothers, Universal, Columbia, and United Artists, feature more stars than are in the heavens.

Recent films, such as Beetlejuice and Imagine, and classics such as Lawrence of Arabia, Patton, and Judgement at Nuremberg are represented in the collection of some 1,400 press kits. Produced for advertising purposes, the kits include articles, reviews, cast and credit listings, and biographical information on the film's stars.

A single donation of books and recordings from Cleveland radio personality Bill Randle—valued at \$75,000—initially made up the core of the collection.

cal fiction genres. Other strengths include extensive collections of late-19th and 20th century juvenile/young adult series fiction, such as Horatio Alger, Tom Swift, the Bobbsey Twins, and Nancy Drew.

From Tom Swift to cookery

Nonfiction holdings include books on the occult and supernatural, parapsychology, manners and customs, etiquette and advice, arts and crafts, hobbies, games and amusements, sports, foodways and cookery, domestic arts, costume and dress, humor, recreation and leisure, social history, popular science, religion, and performing and graphic arts. The library also boasts an impressive collection of literary manuscripts and correspondence by mystery/detective and gothic and romantic suspense authors.

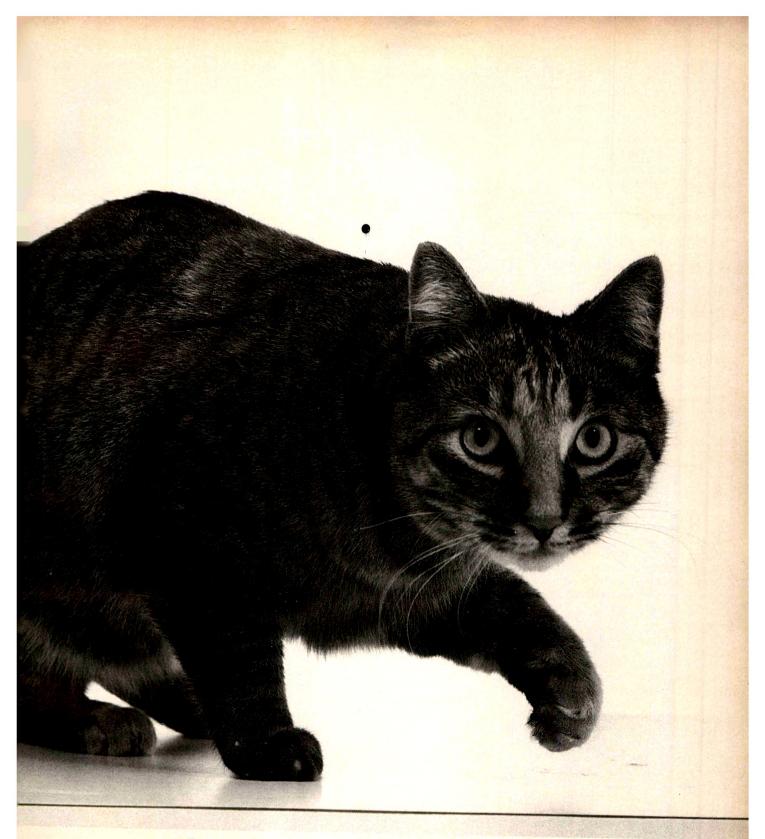
Although gift materials continue to play a major role in the Popular Culture Library's growth, administrative support is at an all-time high.

Jewel in the crown

"When you have a campus that has taken the lead in developing a discipline like popular culture, having a major research collection supporting it obviously is very important," says Miller. The book budget, for example, has increased significantly over the past few years and currently stands at roughly \$15,000. Most of this money is used to purchase key critical and



At PCL, the popular performing arts, such as Broadway musicals, aren't forgotten. (See box.)



The more finicky you are...

Popular Culture Library

reference books, as well as copies of outof-print books either damaged or stolen during the short time that the library had open stacks.

Miller says ultimately he would like to see PCL perceived "as the single best place to come to start your research if you're dealing with a popular topic, no matter what that topic is."

"For the first fifteen years of its existence, the Popular Culture Library was literally a stepchild of the library system, and that's being generous..."

Popular (counter)culture

A significant new PCL collection deals with U.S. counterculture in the fifties, sixties, and seventies. Numbering some 3,000 books and 1,000 serials, as well as broadsides, flyers, pamphlets, and small press monographs, the collection was obtained from the estate of anthropologist William F. Ringle.

The collection covers such topics as radical social history and politics, ethnopharmacology and the drug culture, new religious movements, communal living, rock music, and the underground press.

Ringle, who studied geological engineering before turning to anthropology, taught at the University of Illinois and lowa State University. He left lowa State in 1975 to help found the Bluff Creek Theoretical Institute in Boone, lowa, which he hoped would become a subsistence commune of working scholars and artists. He died there in 1984.

A detailed register of the collection's manuscript materials is complete. Books and other monographs are presently being cataloged and will be entered into the OCLC database.

"Because the few research institutions collecting material from the sixties tend to focus only on the political aspects of the era, the acquisition of the Ringle Collection is an important one for the Popular Culture Library," says PCL Head Librarian Brenda McCallum. "This collection is a significant resource for the scholars studying the diversity of countercultural movements in the sixties, their treatment by the mass media, their divergent development throughout the following decades, and their impact on American popular culture and the society at large."



The Berkeley Tribe, East Village Other, and the other publications shown here are part of an extensive collection covering countercultural movements of the fifties, sixties, and seventies. A significant addition to this material has recently been acquired. (See box.)

One challenge the library faces in reaching this goal is overcoming the misconception that it is solely a repository for curious artifacts.

"What I would like for people to see is not the political campaign button collection or the matchbook collection or some of the oddities that have fallen in our lap over the years," says Miller, "but the richness, for example, of the collections of the various popular literary genres that we have been able to obtain."

Popular myth

Another misconception about the library is that it caters only to academics from the field of popular culture, says Head Librarian Brenda McCallum. To the contrary, she says that students and faculty from more than 60 academic departments—ranging from aerotechnology to recreation and dance to mathematics and statistics—used the library's resources during the 1987–88 academic year.

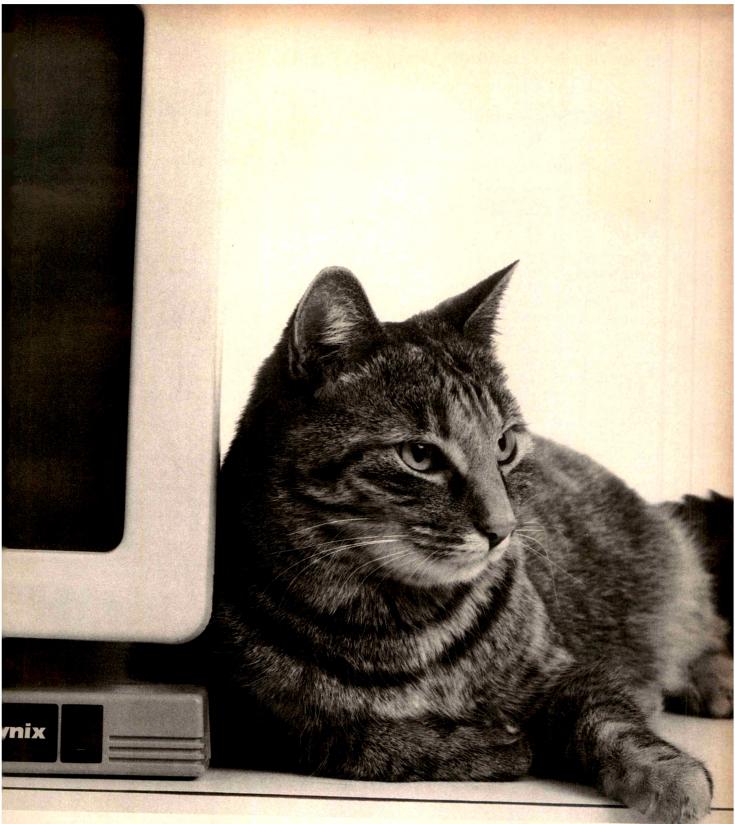
The Popular Culture Library has also become a major resource for scholars and journalists from around the world. The library staff regularly helps research articles for national publications and exhibitions on subjects as diverse as the Fuller Brush Man and pulp magazine depictions of spaceships and aliens. Noted food and travel authors Jane and Michael Stern, Japanese scholars studying the cultural significance of American paperbacks and clothing, and an American literature professor from East Germany are among the visiting researchers recently hosted.

Going global

What does the future hold in store for the Popular Culture Library? Continued growth, most certainly. Future plans include the acquisition of more primary research materials such as original manuscripts, and perhaps more films and videotapes to complement the university's Sound Recordings Archives, now headed by Schurk.

...students and faculty from more than 60 academic departments... used the library's resources during the 1987–88 academic year.

For his part, Ray Browne, who with his wife Pat has donated some 13,000 books to PCL in just the last two years, says he would like to see the library collect materials from countries around the world. "As we try to internationalize the study of popular culture," he says, "it is absolutely imperative that we have books from all countries. And not only books, but magazines. I've always thought of having simply the finest popular culture library in the world. I still think we ought to, and I still think we can."



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Building service to Hispanics

Hector Hernandez: His own role model

Spanish-speaking community benefits from one determined librarian's success formula

by Wilfredo Cruz

the move again, and Hispanic library services are the better for it in a city with half a million Hispanics out of three million residents.

Just 12 years ago Hernandez and the Chicago Public Library came together when the young man volunteered his services at the modest Pilsen branch in a large Mexican-American community. Since then, he has been librarian at the Back of the [Stock] Yards branch, head of CPL's Spanish Information Center, assistant head of the Foreign Languages Section, and, since 1987, Hispanic Services Coordinator for the system.

Our profile focuses on Hernandez in that last position, a unique one in which he has set in motion several model programs for libraries serving the Spanish-speaking. This summer, however, Hernandez will return to the Pilsen neighborhood—as head librarian at the brand new \$4.5 million Rudy Lozano branch with a major Hispanic Culture collection.

Revived CPL commitment

A little over two years ago, a group of

concerned branch librarians and other professionals CPL met to discuss the library's responsiveness to Chicago's rapidly growing Hispanic community. The group felt more could be done to attract Hispanic patrons and serve them better. With library commissioner John Duff's approval, the group became the Committee On Services To Hispanics (COSH).

As a permanent liaison to Duff's office, COSH now regularly makes policy recommendations on Hispanic services.

One of COSH's early recommendations

Wilfredo Cruz is director of the Office of Public Information at the Chicago Public Library.

was to reestablish the library's Hispanic Services Office (HSO), which had been eliminated several years ago because of financial constraints. Duff okayed the office and found a coordinator who could identify with the aspirations of Hispanic-Americans—COSH chairman Hector Hernandez.

"I've always strongly identified with Mexican-American and Hispanic culture," says Hernandez, a CPL librarian since 1977. "I became a librarian because as a youngster I never saw any Hispanic librarians. I thought it would be a privilege to work in a library—a storehouse of knowledge and information—helping people." Hernandez holds an MLS and an MA in Latin American culture from the University of Illinois/Urbana.

Under Hernandez's leadership COSH and HSO have initiated programs that are attracting more Hispanics to the library. Hernandez appears regularly on Spanishlanguage radio and television enthusiastically promoting the library and encouraging Hispanics to use the system's many neighborhood facilities. "The library has to reach out to Hispanics and make

them feel that the library belongs to them," says Hernandez. He explains that Hispanics are still struggling to overcome many socioeconomic problems. In his media appearances, he emphasizes library resources such as information on jobs and careers; materials on vocational and secondary education; and General Equivalency Diploma, English as a second language, and adult literacy programs. He hopes to see more of the library's promotional materials printed in Spanish.

Spanish collection building

One important issue that Hernandez and COSH members brought to the attention of library administrators was the scarcity of Spanish-language books in branch libraries. To encourage the library's 84 branches to increase their Hispanic collections, COSH members now assist the Adult Selection Office in producing Spanish-language selection lists. Also, in response to the committee's concerns, the library's Technical Services Department recently hired two Spanish-language catalogers. "There's a great demand for Spanish books and our entire staff is chipping in to catalog them as fast as possible," says Mark Knoblauch, tech services head.

Hernandez's office recently sponsored a

seminar on how librarians can build excellent Spanish collections. Prominent Hispanic librarians from across the U.S. were featured guests and shared their ideas with 60 CPL, suburban, and local high school librarians. One seminar participant asked the guests why libraries should bother having Spanish collections when Hispanics should be

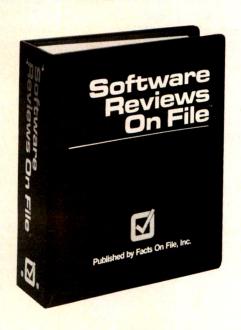
learning English. Guest speaker Ingrid Betancourt, of Newark Public Library, reminded the participants that librarians are not supposed to make value judgements



Hector Hernandez (third from left) plans library services with residents of the Pilsen neighborhood, where the Hispanic community looks forward to a new 18,000-sq.-ft. branch opening this summer.

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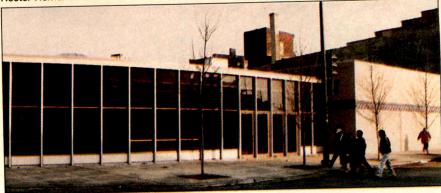
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Joyce G. Saricks and Nancy Brown \$15.00pbk. Approx. 128p. 0-8389-0571-0 89-30717 July 1989

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The new \$4.5 million Rudy Lozano branch in Chicago will include a gift of 10,000 Spanish books from the government of Mexico.

about what patrons request to read. She explained: Hispanics are taxpayers; many are bilingual and like to read in Spanish, the second most used language in the U.S.

From ideas garnered at COSH meetings, Hernandez frequently develops grant proposals. In 1988–89, three of his LSCA grants were funded for \$56,628; three other LSCA grants, developed by other library staff, received \$65,420. These six grants for "Serving the Hispanic User" promote storytelling for Hispanic preschoolers in many branches, bring in notable Hispanic writers to discuss their works, bring together Hispanic and non-Hispanic

I & R en español

The Chicago Public Library's Spanish Information Service at the Cultural Center was established in 1971. The telephone service receives about 120 questions a day, five days a week, from Hispanic residents who say they are pleased to get answers promptly, accurately, and in Spanish.

"Most of the questions are of a social service nature," says William McElwain, head of the library's Foreign Languages Section and supervisor of the service. "People want to know where they may find assistance in resolving landlord-tenant problems and consumer complaints; how they can obtain legal and medical help, where they go for immigration and naturalization assistance.... We try to refer them to the proper city departments or social service agencies."

Many patrons also inquire about the Spanish-language books, magazines, and periodicals that are part of the Foreign Languages Section. According to McElwain, the department keeps collections in 100 foreign languages. The Spanish collection, with over 20,000 books, is the largest, most heavily used.

"The large numbers of Hispanic citizens in Chicago dictates that you have quality service for this community," says McElwain. "The volume of inquiries indicates that Hispanic patrons like our service." patrons to discuss classics of Hispanic literature, provide workshops on employment and survival tips for Hispanics, allow librarians to learn basic Spanish, and pay for more Spanish books for branches. "I think we're responding much better to the needs of the Hispanic community," states Jose Garza, grants administrator working with HSO. Hernandez is excited about prospects for future grants.

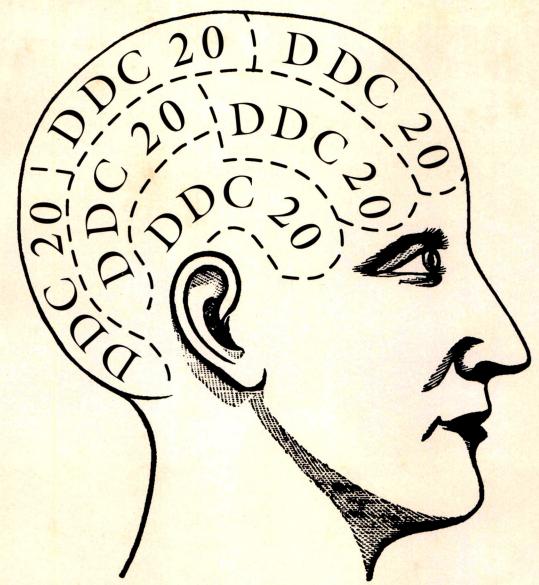
Need bilingual staff

Hernandez and COSH members have promoted the hiring of more Hispanic librarians. "I would like to see more bilingual children's librarians hired and more Hispanic children's programming," says Pamela Martin-Diaz, COSH member and librarian at Humboldt branch. Yet, the committee realizes there is a national shortage of Spanish-speaking librarians. Of 3,420 students in 54 MLS programs in spring 1988, only 26 were Hispanic (AL, Nov. 1988, p. 858). COSH members agree CPL has made good-faith efforts by hiring, in the last three years, four Hispanic librarians, many more Hispanic library associates, pages, and 10 other Hispanic professionals, as well as promoting more Hispanics into administrative positions.

Hernandez and COSH members are also encouraged by the renovation and construction of libraries in Hispanic neighborhoods. The new, 18,000-sq.-ft. Lozano branch will contain about \$450,000 in books and materials, of which about \$225,000 will be in Spanish. The library's impressive Hispanic collection will also include over 10,000 Spanish books donated by the government of Mexico.

"There's always room for improvement, but I believe the library is making good progress in better serving Hispanics. A strong sense of enthusiasm now permeates COSH meetings," says Hernandez. "I hope the day soon comes when service to Hispanics is a regular, integral part of library service."

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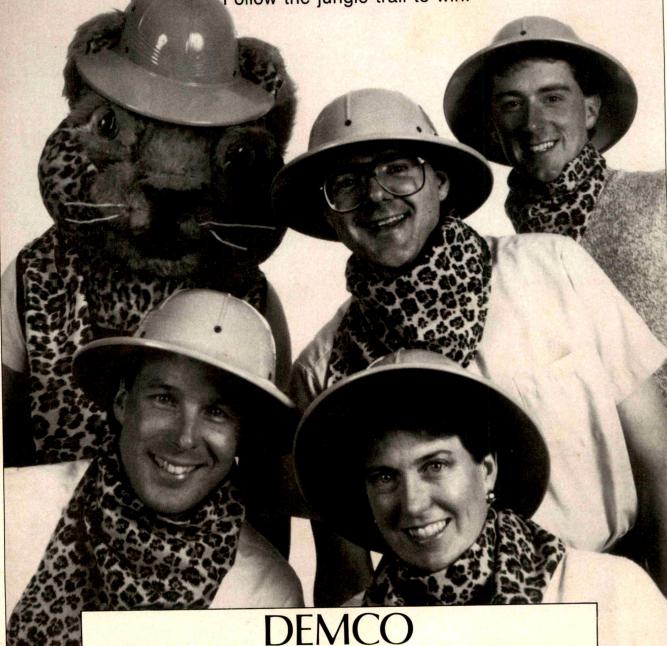
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A CHECKLIST OF RECENT ANNOUNCEMENTS









Magician Christopher James raises more than funds at San Ramon (Calif.) Library; Egypt's first lady Suzan Mubarak accepts award from Univ. of Wisconsin's Mohammed Aman; Gwendolyn Brooks at Hammond (Ind.) PL; Warren Burger breaks ground at William Mitchell College.

Product Potpourri

- □ Countertrade Development International offers an emergency kit prepared in consultation with the Red Cross, at \$89.95 plus \$5 handling, from CDI, 1930 Eleventh St., Santa Monica, CA 90404, 213-450-2255.
- ☐ Aedex Corporation claims to produce the world's smallest, complete, portable bar code and label generation system. Contact Tom Smith or Sheri Kontra, Aedex, 1070 Ortega Way, Placentia, CA 92670, 714-632-7000.

Cheers!

- ☐ The San Ramon Library, a Contra Costa County (Calif.) Library System branch, opened Apr. 15, stocked with materials purchased with \$300,000 from community fundraising.
- □ Suzan Mubarak, first lady of Egypt, attended an "In Celebration of Reading" program at the Martin Luther King Memorial Library in Washington, D.C., honoring 550,000 youngsters who participated in the 1989 "Reading Is Fundamental" campaign. She also accepted a leadership award from the University of Wisconsin/Milwaukee SLIS Apr. 19 in New York City.
- Poet Gwendolyn Brooks discussed and read from her work at the Hammond (Ind.)

 Public Library during National Library Week.

 Some 200 people attended the event.
- ☐ Former U.S. Supreme Court Justice Warren Burger broke ground Apr. 14 for the Warren Burger Law Library at William Mitchell College of Law in St. Paul, Minn. The 62,000-sq.-ft. library will cost \$6.8 million.
- □ Wake County (N.C.) Public Libraries were lauded in the county commissioners' annual report for 1988. The unusually generous library coverage reflected regular library use by the county manager and family, says Dale Cousins, library adult services coordinator.
- ☐ Illinois Secretary of State and State Librarian Jim Edgar received an International Reading Association award this year for promoting reading and adult literacy.
- ☐ Retired librarian Annie L. McPheeters was guest speaker recently at the Atlanta University School of Library and Information

Studies. She spoke about library service for black patrons in Atlanta from 1902 to the 1960s, sharing anecdotes about Martin Luther King, Jr., and former Atlanta mayor Maynard Jackson. As boys, the pair patronized the Auburn Avenue branch where McPheeters worked for a good portion of her career.

Databases

- ☐ Utlas International has a new database on CD-ROM, to complement the CD-CATSS current cataloging system. A single disk contains over 460,000 MARC serial records—the pre-1987 CONSER files from LC and the National Library of Canada along with original serial records from selected Utlas customers. Call 800-33-UTLAS, or write 8300 College Blvd., Overland Park, KS 66210.
- □ EBSCO Subscription Services and Inmagic announce the MARC Adaptor, a conversion program enabling libraries to take MARC data from EBSCO (no charge for qualifying libraries) and build a serials database without having to key in the data. Contact a local rep or Sharon Cline, EBSCO, POB 1943, Birmingham, AL 35201-1943, 205-991-1368 or Nancy Bergeron, Inmagic, 2067 Massachusetts Ave., Cambridge, MA 02140-1338, 617-661-8124.
- □ Dataflight Software announces an OS/2 version of the Concordance Information Retrieval System, claimed to be the only full-text database now available for OS/2. Contact Dataflight Software, 10573 W. Pico Blvd., Suite 68, Los Angeles, CA 90064, 213-785-0623.
- ☐ Information Access Company introduces the Company Intelligence file, with basic information on some 120,000 companies and projected updates of 1,000 bibliographic citations daily and 2,000 new companies monthly. Contact IAC, Foster City, Calif., 415-378-5000.
- □ AIDSQuest and CancerQuest databases are available from the publisher of CDC AIDS Weekly and NCI Cancer Weekly. Claimed to be the most comprehensive summary of available research and findings on the disease, AIDSQuest includes an online AIDS therapy directory. For information, contact Charles Henderson, editor and publisher, POB

5528, Atlanta, GA 30307, 404-377-8895.

□ Electromap presents the Electromap World Atlas on diskettes or CD-ROM, including 200 full-color maps, for \$129 before Sept. 1, after \$159. Contact Richard Smith or Greg Mitchell, Electromap, POB 1153, Fayetteville, AR 72702-1153, 501-442-2309.

Supplier Notes

- □ National Information Standards Organization has ceased publishing *The Voice of Z39* and offers *Information Standards Quarterly* in its place. For \$40 a year, the magazine promises to keep readers informed about developments and trends in standards for library and information service, publishing, and bookselling. Order from NISO, POB 1056, Bethesda, MD 20817, 301-975-2814.
- ☐ Bowker A & I Publishing is the new indexing and abstracting division of Bowker.

 A & I will incorporate, enhance, and expand the scope of the eight environmental and technological databases acquired in Bowker's purchase of EIC/Intelligence last year.
- □ Bowker Electronic Publishing offers free subscriptions to Books in Print and Ulrich's International Periodicals Directory on CD-ROM to accredited library science schools in the U.S. Call 800-323-3288.

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- ☐ By Sept. 1: National Endowment for the Humanities reference materials program grants in two categories: tools and access. Write Reference Materials, Room 318, NEH, Washington, DC 20506.
- □ By Sept. 15: Fulbright Scholar Program, Professional Librarian Award to pursue professional work in the United Kingdom at a degree-awarding institution or major research facility. For Information and a list of libraries approved for affiliation, contact Steven Blodgett or Michael Doyle, Council for International Exchange of Scholars (CIES), 3400 International Dr., N.W., Suite M-500, Washington, DC 20008-3097, 202-686-6239. —L.K.

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Children's Center personnel moved their collection from 3,000 square feet to an exciting new space occupying 11,000 square feet.

Dazzling center opens in Dallas

Imaginative color and design—life-sized photos of kids etched into glass—greet visitors at May 20 opening

By Patrick M. O'Brien

OW COULD ANYONE have built the largest central library building in this century (650,000 sq. ft.) and allocated a mere 3,000 sq. ft. hidden away in a remote corner of the Humanities Division, to children? Easy. They projected the low-use patterns of the old library onto the new library. The old library, in a dying fringe area of downtown, was being snubbed by children owing to lack of attractiveness and programs, and to expansion of the branch system into all neighborhoods of the city.

But after the children's department had operated three years in the new facility, an unanticipated phenomenon was detected: Circulation of children's materials had zoomed from 19,000 to 60,000, and regis-

Patrick O'Brien has directed the Dallas Public Library for the last five years. He is a member of ALA Council and served as president of the Public Library Association in 1985. tration for youth cards had doubled. This was happening out of an area which seated no more than 20 children and was equipped with only a single automated catalog terminal and a colorful rug.

Weekend popularity

A closer examination of use patterns and foot traffic revealed the positive impact of the new central facility—its 200-car, in-the-building parking garage, ample, reasonable parking around the facility, and Sunday hours. Families, many of whom had not been downtown for years, were beginning to use the new library to the point that, on an hour-by-hour basis, Sunday and Saturday became the busiest days of the week.

The decision to expand children's services took no great genius. Where to expand became evident when the Popular Library moved from the second floor, where it was dying, to the lobby level where it now accounts for one-third of central library circulation. Some initial resistance to

the creation of a "babysitting center" from city government was overcome by the overwhelming numbers and a commitment to private financing for construction.

We finally presented the plan to create the Children's Center to the Dallas City Council in December 1985. It was received with great enthusiasm, and we were encouraged to proceed. But the Texas economic downturn hit the library hard, and the approval to continue was granted only with the library's commitment not to increase operating expenditures. We made that commitment.

Raising \$350,000 in one year

In less than a year we were able to raise more than \$350,000 from individuals, foundations, a Friends fundraising dinner, and from an unexpected bequest of more than \$100,000. Now the fun began. To facilitate planning, the original building architects, F&S Partners, were re-engaged to design and build the Center.

Fun was the key word during planning and design. We knew that we wanted lots





Top, Kahn Pavilion seats 40 people around a stage outlined in red neon; to its right, the computer learning center. Below, a clock tower is the focus of the preschoolers' village.

Barbara Bush tours new Children's Center

by Gail Tomlinson Bialas

First lady Barbara Bush toured the new Children's Center in early May, calling it "fabulous" and "exciting" as she strolled through the brightly decorated area with Library Director Patrick O'Brien.

The first lady was visiting the library to announce the formation of the Dallas County Adult Literacy Council. "You're going to do a great job, and I'm thrilled you're leading in this field," she said to the assembled literacy workers. She explained that working to eliminate illiteracy is "really what I'm all about." "I can tell you that almost everything I care about would be better if more people could read and write and comprehend," Mrs. Bush commented.

She urged her daughter-in-law, Laura, to bring her twin 7-year-old daughters to the new children's wing in the Library. The



Barbara Bush with Patrick O'Brien.

Bushes' oldest son, George W. Bush, and his family live in Dallas.

The first lady said she wished she were a little younger so she could join her grand-daughters in exploring the new Children's Center. "It makes you want to be young again and be able to spend the day at the library," she said.

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of color, some neon, some whimsy, great graphics, and tons of imaginative design of spaces. We also viewed the Center as a safe, discrete place which would appeal to toddlers through 12-year-olds. When planning and design were completed, we had all of the above and more.

Storytelling in a forest

The storytelling area turned out to be a forest with undulating walls and a sloped floor. Lying on this floor, children can look into a canopy of light-and-dark-green "leaves," tree trunks, and lighting that simulates sunlight through foliage. The forest is guarded by a welcoming, bearded, and purple gnomelike character who reappears in several places throughout the Center.

The multipurpose theater evolved into the Kahn Pavilion, dedicated to the memory of a lifelong supporter of the library. The stage has a black-and-white checkerboard floor and is outlined with stripes of red neon. Neon faces of comedy and tragedy decorate the structure. Offstage is a sink for crafts programs and cleanup; the area also serves as storage for a specially designed puppet theatre. Fabric-covered walls are ribbed to allow for artwork display, and the rear wall of the stage doubles as a wipeable drawing surface and screen for film and video projection. The doors to the pavilion are not doors but black-andwhite vertical cloth louvers, which reflect the blue neon of the marquis when closed and allow for quick egress if necessary.

The computer learning center sits under double rings of red neon. Eight IBM personal computers with the "Writing to Read" program—already implemented in some Dallas public schools—are housed in structures that allow each child to work independently without the distraction of the other units.

A village for preschoolers

The preschool area emerged as a village where the buildings are topped by colorful red and orange flags and house picture books and early readers. The center of the village is a clock tower surrounded by several buildings, which invite children inside to curl up with their books or peer through windows at their companions.

Other features of the Center include display space for children's arts and crafts and a service desk identified by a huge three-dimensional question mark; nearby computer-catalog terminals at different heights suit both younger and older children.

The Center has two entrances, one a walk-up on the grand staircase from the

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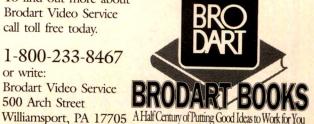
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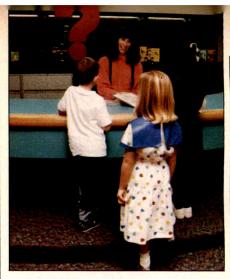
lobby level, the other directly off the second-floor elevator. A giant arrow with a red neon "kids" on its point and a gnome on top greets visitors in the lobby and beckons them up the staircase. Visitors coming from the elevators are welcomed by a four-pillared square topped with black-and-white fabric clouds and strips of curved white neon.

Glass with graphics designed by Rodammer Morris Associates encloses the Center on several sides. The graphics depict such subjects as the solar system, Galileo, Methuselah, the Pied Piper, and space vehicles. Interplaying with these characters are

life-sized photographs of children etched into the glass. Some float through the solar system, some greet visitors at the entry doors, and another plays with the gnome mascot graphic.

Changed roles for head of center

Kathy Toon, head of the Center at the J. Erik Jonsson Central Library, will tell you that she is ready to go back to "working with the kids because that's what I love to do." Instead, for the past several months Toon has assumed the roles of moving-company employee, architect, wiring spe-



Children's librarian Marianne Satarino greets patrons at the service desk.

cialist, office landscape designer, and nurse. "I've dispensed more than one band-aid," she says of the move into the new 11,000-square-foot facility.

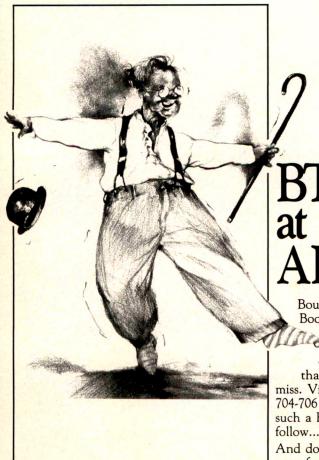
During the last few weeks, Toon has overseen the transfer of more than 90,000 volumes into the Center. "Our thumbs hurt from grabbing inches of books," she laughed, "and I've discovered new muscles just from unpacking the new books that were in storage."

Despite the workload, help has come from many sources. Southwestern Bell Telephone employees came on two different weekends to help move books and Bell employees also purchased a large balloon arch to be used on opening day. Dakotas restaurant in downtown Dallas has agreed to cater—at no charge—a lavish buffet to honor the donors who made the Children's Center possible. The Oak Cliff, Jr., Fine Arts Society has been baking cookies for weeks in preparation for a VIP/news media preview of the Center set to take place two days before the official public opening.

"All of the help from the staff and the community has been a pleasant surprise," commented Toon. Not so pleasant was the realization that the hanging bag racks for matching books and cassette tapes would not hang on the shelves provided. But the bad surprises have been few. The good ones—a new coloring book for children with scenes from the Children's Center, bags full of goodies to give children on opening day, and a beautiful new work environment—more than compensate.

The Center's grand opening was celebrated May 20. For the first time more than 90,000 volumes are out and available for use. The Center is truly a gift to all the children of Dallas, a neutral ground where children of all races, cultures, and economic levels can meet and enjoy a free and exciting facility.

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And what happens in three to four years when you outgrow all that expensive hardware? This may seem unlikely now, but it's precisely what you should be planning for. Future user demand and file sizes are hard to predict, but will undoubtedly grow with time. To say nothing of the continuing advances in software offerings. Of course you want a system that can grow with you and take advantage of all the useful new functions that come along.

Think about the future now.

Unless you can count on unlimited funds, you need to think about these things before you make your initial investment. This doesn't mean you should overbuy; it only means you should invest your money on a system that is *flexible*. Because it pays to choose a supplier who can address your

present needs *and* adapt when those needs change.

A flexible system.

Be sure your automation company shows flexibility in software *and* hardware. It should offer an "open systems" architecture. This will let you start off within your budget, then extend services incrementally over time. So you won't have to scrap one system and replace it later with something totally different and much more costly, requiring you to go back again for major funding.

Ideally, you'll choose a system and a company that can adapt to your changing needs. Because a company whose attitude is geared toward flexibility is geared toward success. Yours.

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ala and you

A critical look at ALA's international role

Can ALA act responsibly in global affairs without an International Relations Office? One group says "no"

By Robert P. Doyle

American Libraries asked Robert P. Doyle, director of the ALA-USIA Library/Book Fellows Program, to summarize the International Relations Committee's proposed plans supporting expanded international activity for ALA. The matter will be discussed at an open hearing in Dallas, June 26, 2-4 p.m. (see box).

ALA DOES HAVE AN INTERNAtional relations program, but it is an "unofficial" one. In many cases, ALA's response to international issues is reactive. International programs and activities sponsored by ALA units tend to be isolated and not collaborative. International relations is not perceived as a responsibility of the Association, and an oft-repeated opinion is that ALA should not



An International Relations Committee group met last November in Chicago to draft a proactive ALA international program clearly tied to Association priorities. Part of their work are the proposed revisions above. From left, Mohammed Aman, E.J. Josey (IRC chair), Robert P. Doyle, Anne Haley, Hannelore Rader, and Warren M. Tsuneishi.

expend any resources on international relations. In fact, international relations ranked last in the areas of interest identified in the 1985 Member Opinion Survey. Why?

Perhaps ALA members see little relation between "international" issues and their library or their community. Nothing could be more untrue. As the U.S. economy increas-

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ingly depends upon global markets, the importance of cross-cultural information sharing becomes more apparent. U.S. export of goods and services have increased by 105% since 1970, and imports have increased by 127%. Today, one out of six U.S. jobs bears directly on some aspect of international trade, with one in three farm acres being used in the production of food exports. More than 600,000 people immigrated to the United States in 1986, a 161% increase from 1970. Not only are vastly more U.S. citizens travelling overseas, but visitors from abroad have increased 231% from 1970 (7.54 million in 1985). The number of non-U.S. students enrolled at U.S. colleges and universities increased by 237% (150,000 in 1974 to 356,200 in 1987-88). Everywhere, libraries are affected by these economic, political, social, and cultural phenomena.

Perhaps ALA members do not realize what would happen, on a practical level, if ALA had to stop even its present work in international relations. The Association could henceforth accept no foreign memberships, receive no foreign visitors, deal with no activity related to international interchange, handle no letters bearing foreign postmarks, cooperate with no international organizations, influence no international standards, and have nothing to do with any foreign library programs or assistance of the U.S. Gov-

ernment.

Perhaps ALA members see no connection between international relations and the Association's stated goals and priorities. Yet, all ALA's international activities relate directly to the Association's values and commitments—for example, access to information, intellectual freedom, public awareness, and library services, development and technology. Each of these goals has undeniable global implications and is diminished when viewed only in a nationalistic context. Working in an international environment strengthens and enhances ALA goals and priorities.

The pro-active role

A pro-active role is the right one for ALA in the international arena. Professional organizations can help to ensure that cultural relations remain reciprocal, balanced, objective, and professional. With its wealth of resources, ALA must act on the many opportunities for problem solving, for information sharing. It must prove the library is indeed "a fitting instrument for the extension of good will and for mutual understanding between peoples." As the premier U.S. library organization, ALA must show leadership in this area. The Association's democratic philosophy of ensuring access of information for all, its emphasis on developing, promoting, and improving professional library and informa-

Conference hearing will air proposed changes in policy

ALA's International Relations Committee has developed a plan of action to be discussed at an open hearing during Annual Conference in Dallas (Monday, June 26, 2-4 p.m., Convention Center room W107). The plan includes recommended changes to ALA policy 57, "International Relations" (below), and strategies for improving ALA's international relations activities. The committee plans to present recommendations to ALA Council and Executive Board at the 1990 Midwinter Meeting. ALA members are encouraged to participate in the hearings or send written comments to this author at ALA Headquarters. Copies of the background paper, proposed policy changes, and strategies will be distributed at the open hearing and are also available from this office at ALA Headquarters.

Proposed revision to ALA Policy 57, "International Relations."

The American Library Association establishes these objectives and responsibilities for its international relations programs:

- To encourage the exchange, dissemination, and access to information and the unrestricted flow of library materials in all formats throughout the world. (ALA Priority Area A: Access to Information.)
- To promote and support human rights and intellectual freedom worldwide. (ALA

Priority Area C: Intellectual Freedom.)

- 3. To foster, promote, support, and participate in the development of international standards relating to library and information services, including informational tools and technologies. (ALA Priority Area F: Library Services, Development, and Technology.)
- 4. To promote legislation and treaties that will strengthen library, information and telecommunications services worldwide. (ALA Priority Area B: Legislation and Funding.)
- 5. To encourage involvement of librarians, information specialists, and other library personnel in international library activities and in the development of solutions to library service problems that span national boundaries. (ALA Priority Area F: Library Services, Development, and Technology.)
- 6. To promote the education of librarians, information specialists, and other library personnel in such ways that they are knowledgeable about librarianship in the international context. (ALA Priority Area E: Personnel Resources.)
- 7. To promote public awareness of the importance of the role of librarians, libraries, and information services in national and international development. (ALA Priority Area D: Public Awareness.)

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tion services, can only be fulfilled in a multinational context.

What ALA must do

As U.S.-Soviet contacts intensify under Mikhail Gorbachev's glasnost, it is an especially propitious time for ALA to formulate and implement a concrete, long-range international program of shared cultural and educational development. The Association can serve as a force for change and as a model of intellectual freedom to other countries, with as much to learn from the world as to share with it. It can meet its responsibilities by making a commitment now to provide direct administrative support for a general program, and seek additional diversified funding for specific programs and activities.

An assured and long-term plan will determine our priorities and chart a course of action to develop and nurture the Association's international relations programs. Outside support should continue to be an important element. But since that support has come primarily from the government and most likely will be provided only on an episodic basis, long-range planning is critical.

Your views are welcome. Share them at the special ALA conference hearing (see box), or write the International Relations Committee, c/o Robert Doyle, at ALA, 50 E. Huron, Chicago, IL 60611.

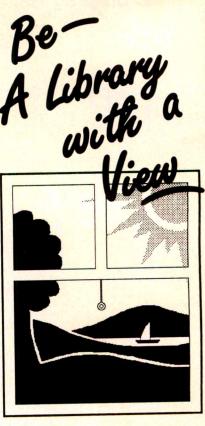
ALA & you continues on p. 604



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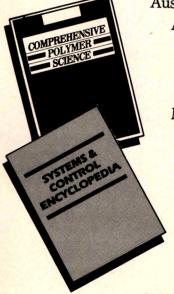
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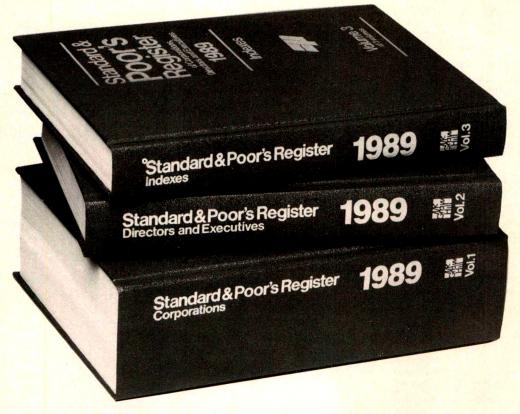
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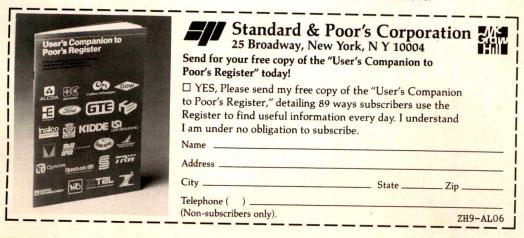
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ALA and you

OLPR offers guide for job seekers

The 1989 "Guide to Library Placement Sources" is available from the ALA Office for Library Personnel Resources. Compiled for the Bowker Annual of Library and Book Trade Information and issued as a handout, the guide helps job seekers find library- and information-related job vacancies and openings. Telephone joblines, national and state job referral services, library school placement

bulletins and services, and special sections on overseas opportunities are included. Request copies from "Guide," ALA/OLPR, 50 E. Huron St., Chicago, IL 60611. Enclose 75 cents per copy. Inquire about organizational discounts for multiple copies: 800-545-2433.

Beverly Lynch to keynote RTSD collection institute

Beverly P. Lynch, will be the keynote speaker for the Collection Management and

Development Institute at the University of Illinois/Chicago Aug. 17–20. The institute is sponsored by the Resources Section, Collection Management and Development Committee, Resources and Technical Services Division (RTSD).

Lynch, university librarian at UI/Chicago, served as president of ALA in 1985-86. She will present the theme of the institute in a talk entitled "The Library's Collections and the Library User." For registration information, contact Howard Dillon, University of Chicago, 312-702-8746; Gay Dannelly, Ohio State

Wedgeworth, McClarren, Campbell win 1989 ALA awards

The ALA awards below are among those to be presented at Annual Conference in Dallas during Membership Meeting I on June 26 and during the June 28 Inaugural Banquet. See the Conference Program for times and locations.

Lippincott: Robert Wedgeworth

For significant lifetime contributions to the profession, the \$1,000 Joseph W. Lippincott Award for notable achievement in librarianship goes to Robert Wedgeworth, dean of Columbia University's School of Library Science. During his tenure as executive director of ALA from 1972 to 1985, Wedgeworth took strong and successful measures to strengthen the Association, including the adoption of new technologies and construction of the Huron Plaza building. Author of numerous professional articles, he has played a major role in promoting libraries and librarianship throughout the world.

Dewey: Robert R. McClarren

For recent professional achievement of a high order, the Melvil Dewey Medal goes to Robert R. McClarren, a pioneer in the establishment of multitype library networks. Teacher, consultant, and mentor, McClarren's leadership role in state and national associations and his influence on library legislation at the state level has meant better support for libraries in many communities. He recently retired as system director for the North Suburban Library System, Wheeling, III.

Grolier: Patricia J. Campbell

For her commitment to young adult services, the \$1,000 Grolier Foundation Award goes to Patricia J. Campbell. As editor of a series of biocritical studies and author of the long-running column "The Young Adult Perplex," Campbell has helped make literature for young adults more accessible and critically respected.

Beta Phi Mu: Charles D. Patterson

The \$500 Beta Phi Mu Award recognizes the achievement of Charles D. Patterson as

editor of the Journal of Education for Library and Information Science. During the 1980s, Patterson enhanced the quality of the journal by building a strong editorial board, introducing new columns, and finding new and creative authors. Patterson teaches in the library education program at Louisiana State University.

Baber: Bill Coons

ALA's largest cash award to an individual, the \$10,000 Carroll Preston Baber Award for innovative research in library science, goes to Bill Coons of the Albert Mann Library at Cornell University for "Assessing the Value of an Information Literacy Program."





Robert R. McClarren (left), 1989 Melvil Dewey Medal winner, and Sanford Berman, winner of ALA's Equality Award.

Wilson—Periodical: Ohio Media Spectrum

Published quarterly by the Ohio Educational Library Media Association, *Ohio Media Spectrum* wins the \$500 H.W. Wilson Library Periodical Award for quality content and presentation.

Wilson—Staff Development: Maine Regional Library System

Recognizing Shirley C. Helfrich for the project "Better Reference Service Through Better Communication," the \$2,500 H.W. Wilson Staff Development Grant goes to the Maine Regional Library System in Portland.

Equality: Sanford Berman

For outstanding contributions toward promoting equality between women and men in

the library profession, Sanford Berman wins the \$500 ALA Equality Award. Known as a crusader for nonsexist subject headings, Berman has supported Women Library Workers, various SRRT task forces, and alternative library literature. He is head cataloger at Hennepin County (Minn.) Library.

World Book/ALA Goal: ASCLA, LAMA, PLA

The Association of Specialized and Cooperative Library Agencies, the Library Administration and Management Association, and the Public Library Association have won a \$10,000 World Book/ALA Goal Award to develop a multi-divisional project called "The Federal Roles in Support of Public Library Services: Cooperation, Communication, and Consensus."

Gale: Miami-Dade

The Gale Research Company Financial Development Award of \$2,500 goes to the Miami-Dade (Fla.) Public Library System for a \$13,000 fundraising campaign that facilitated passage of a \$47 million referendum to buy library materials—considered the largest single success in raising funds for books in the history of the U.S.

G.K. Hall: F. W. Lancaster

The \$500 G.K. Hall Award for Library Literature goes to F. W. Lancaster for his book If You Want to Evaluate Your Library, a concise and easy-to-follow guide that gives managers of all types of libraries a powerful tool for persuading funding and governing agencies of the utility and importance of library services. Lancaster is a professor in the School of Library Science at the University of Illinois.

David H. Clift Scholarship:

Shirley Hamblin of Seattle, Wash., and Lisa A. Sadler of Denton, Tex., each win \$3,000.

Louise Giles Minority Scholarship:

Debra J. Slone of Oakland, Calif., and Olympia H. Foster of Tuscaloosa, Ala., each win \$3,000.



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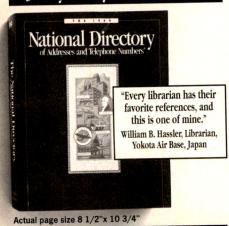
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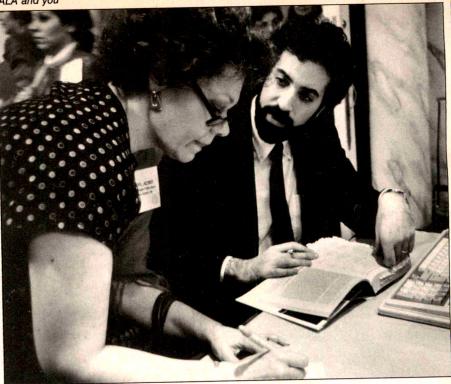
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SOME 600 PEOPLE FROM 42 STATES AND CANADA showed up at "How to Get the Very Best...," the Public Library Association's March 30–31 workshops at Chicago's Palmer House Hotel. Above, keynote speaker Michael Weiss discusses his book, *The Clustering of America*, with Sheryl Jacober of Shaker Heights (Ohio) Public Library.

University, 614-292-6151; or JoAnn King, RTSD program officer, 312-944-6780, extension 319, toll-free numbers 800-545-2433, in Illinois -2444, in Canada -2455.

Student chapters: You can start one

Since 1980, when the first ALA student chapter was created at the University of Michigan/Ann Arbor, students at 20 additional universities have established chapters in 18 states. Student chapters sponsor programs and activities such as library tours, career information sharing, newsletters, and an annual joint meeting. Each chapter sends a representative to ALA's Annual Conference, where the student puts in 20 hours working with ALA staff, in exchange for hotel and meal expenses.

ALA student members at the master's level and beyond are eligible to form official ALA student chapter groups at schools offering ALA-accredited programs of library and information science, in cooperation with a faculty advisor. For a detailed brochure on how to get started, write Katherine Wilkins, Membership Services, ALA, 50 E. Huron St., Chicago, IL 60611, or call 800-545-2433, in Illinois -2444, in Canada -2455.

LAMA's John Berry to resign

John Berry, executive director of ALA's Library Administration and Management Association (LAMA), has announced his intention to resign in July.

Berry joined the ALA Headquarters staff in 1985. During his tenure, LAMA membership topped 5,000 for the first time. He also developed a program of regional institutes, created a professional program officer's position in the division, and expanded LAMA's quarterly magazine, Library Administration & Management.

Asked about his career plans, Berry told AL, "I'm not sure what the future's going to be just yet."

HQ staffing announcements

- Beverly Thymes joined the ALA Books staff recently as systems coordinator for production, responsible for contacting suppliers preparing disks for the in-house pre-press system, and automating records. She has a BS in Information Systems from Chicago Stat University.
- Dawn Kirkpatrick has been appointed video and special projects assistant in the Communications Department. She will work half-time with Sally Mason on a humanitie programming catalog and database, and half time assisting Donna Seaman in ALA Video She comes to Communications from Publishing Services where she was marketing as sistant.

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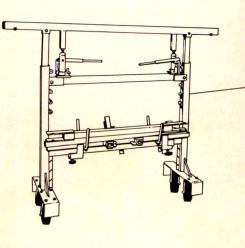
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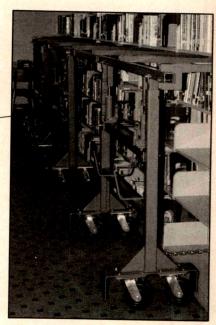
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—P.R. Activity Report ALA Public Information Office

- Daphne Coleman has been promoted to payroll accountant in the Accounting Department. Her responsibilities include payroll, inventories, and several general accounting functions.
- **CORRECTION:** Margaret M. Monsour is the new Reference and Adult Services Division program officer. Her name was misspelled in the announcement (AL, March, p. 267).

=ala help exchange=

- The Committee on Accreditation invites interested individuals and groups to participate in the revision of *Standards for Accreditation*, 1972, to begin in September. Contact the Standards Revision Subcommittee, Committee on Accreditation, ALA, 50 E. Huron St., Chicago, IL 60611.
- The Reference Collection Development and Evaluation Committee of the Collection Development and Evaluation Section, Reference and Adult Services Division, is gathering reference collection development policies from all types of libraries. The committee hopes to publish the collection and urges academic,

public, school, or special libraries with such policies to send copies to Jane Kleiner, chair of CODES Reference CD&E Committee, LSU Libraries, Louisiana State University, Baton Rouge, LA 70803.

• The Library and Information Technology Association has formed two special interest groups. For information about the Hypertext Interest Group, contact Dan Marmion, AMIGOS Bibliographic Council, 11300 N. Central Expressway, Suite 321, Dallas, TX 75243, 214-750-6130. For Imagineering Interest Group information, contact Paul Evan Peters, Director's Office, Room 213, New York Public Library, 5th Ave. and 42nd St., New York, NY 10018-2788, 212-930-0720.

Accredited programs brochure

The ALA Committee on Accreditation has produced a brochure listing the 60 graduate library education programs accredited by ALA under Standards for Accreditation, 1972. Single copies are free with a stamped, self-addressed business envelope. Multiple copies may be purchased at the following rates: 2–50/\$2.50, 51–100/\$3.50, over 100/\$5. Include check payable to ALA/COA. Mail to 50 E. Huron St., Chicago, IL 60611.

• Send in the sins—to the Committee on Professional Ethics for possible inclusion in the second "Ethics Sin List" brochure. Designed to stimulate discussion about ethics, the brochure will list situations from "using patron records for political purposes" to "limiting service for homework assignments," and will ask, "Could these situations be unethical?" Send suggestions to the committee c/o Office for Intellectual Freedom/ALA.

Continuing education opportunities

"ALA Is Continuing Education," a new brochure from the Office for Library Personnel Resources, describes continuing education activities and resources available through ALA this year. For a free copy write ALA/OLPR, 50 E. Huron St., Chicago, IL 60611. Enclose a self-addressed, stamped business envelope. Library groups may obtain multiple copies for distribution. Enclose a mailing label with the request.

- Preservation education in schools of library and information science is the focus of Preservation SIG (Special Interest Group), a project of the Association for Library and Information Science Education (ALISE), an ALA affiliate. The group will serve as a vehicle for curriculum development, continuing education, and research, and as a liaison with other professional organizations. Membership in ALISE is required to join the group. Contact Michele Valerie Cloonan, John Hay Library, Box A, Brown University, Providence, RI 02912, 401-863-1187.
- Unwanted clientele—children, teenagers, the elderly, the homeless, the independent researcher, the entrepreneurial information broker, the idle curious, the unwashed, the genealogist, the unorthodox, and the crazy? The Committee on Professional Ethics is collecting information on the problem of libraries denying service, through policy or practice, and seeks real-life experiences or observations. Send information documenting and agreeing or disagreeing with the practice to Judith Krug, ALA/OIF, or to any member of the committee (ALA Handbook of Organization 1988–1989, p. 19).

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executive board

Talent on parade

The ALA Executive Board held its Spring Meeting April 25-27 at Headquarters in Chicago. The following AL report is a commentary on actions and background considered to be of most interest to the general membership. Official documents are indicated by EB plus number, and may be requested from the Executive Office at Headquarters. Board members present were President F. William Summers, President-elect Patricia Wilson Berger, Treasurer Carla A. Stoffle, Immediate Past President Margaret E. Chisholm, Executive Director Thomas J. Galvin, and Margaret L. Crist, J. Dennis Day, Sharon A. Hogan, Duane F. Johnson, Judith A. Sessions, Ann K. Symons, Robert D. Stueart, and Lucille C. Thomas. Agnes M. Griffen was present as a board memberelect, to take office in June.-Art Plotnik

MORE THAN AN AGENDA OF MANagement actions, ALA Executive Board meetings have become talent showcases for membership and staff units reporting on remarkable achievements—successful grant and publishing programs, smash-hit conferences, favorable legislation, seminal studies, and the like. Because many of the board's substantive deliberations take place in subcommittee meetings, debate at the full board sessions is often lean, allowing reports to carry the show for the 30–40 observers and members of the library press.

Hits of the Spring Meeting included a brand new \$524,000 Carnegie grant to help libraries develop video programming for young people (EB36.1), plus these proposed grant projects: a Family Literacy program to be administered by the Office for Library Outreach Services (EB80); 25 more demonstration sites for the popular Voices & Visions model programs (EB76); traveling library exhibitions on the Congressional Bicentennial (EB76); humanities-programming workshops from the Association of College and Research Libraries and Public Library Association (EB73); and an Office for Research/ACRL study of alternative funding for academic libraries (EB74). The board voted that outside funding may be sought for these proposals-some of which were solicited by funding agencies.

In an observation belying rumors of infighting at ALA Headquarters, President F. William Summers noted that the grant projects reflect a high level of cooperation among the Association's divisions and other units.

A less harmonious note was the board's reaction to an Information Systems Plan prepared for ALA by Bricker and Associates at an estimated fee of \$22,000. Bricker's full report of 282 pages, analyzing ALA's data processing and telephone systems and recommending changes, had been received only

shortly before the Spring Meeting; board members were introduced to its conclusions by a briefer Management Summary (EB78), presented by Bricker representative Paul Hines.

Allowing that she had not yet read the full report, ALA President-elect Patricia Berger told a visibly stunned Hines, "This particular document is as superficial and poor a management summary as I have ever seen.... I'm not prepared to say...whether it's the contractor's problem or ALA's problem. But...I don't think it does any of the things we want done at all." Later, she moved that no further payments be made to Bricker until board and staff review the report to see if it satisfies contract specifications. Board member Margaret Chisholm called the motion "precipitous," but the board approved it 9-3. (AL learned that, as of early May, one payment of \$12,104 had been made, and another of \$10,604 was being temporarily withheld as a result of the action.)

Implementation of the Bricker recommendations for enhanced, more efficient services would cost some \$3.5-\$4 million over five years, but only about \$1 million more than ALA would spend on its information systems in the same period if it made no changes, according to Bricker.

Vital signs

Overall, the Spring Meeting reflected an Association enjoying continued good health under Summers-himself in blithe spiritsand Executive Director Thomas Galvin, who appeared subdued in light of his impending departure, or was perhaps exhausted by the documentation the board requires for its meetings. His Management Report (EB81) took 26 pages just to highlight Headquarters' activity since Midwinter; it showed net revenues as of February almost \$1 million ahead of projections, and indicated that memberships were steady, publications vigorous, conferences sellouts, and ALA clout effective on the legislative, intellectual freedom, and literacy fronts. Galvin pointed to division strengths, including a 9.5% membership increase for the Library and Information Technology Association. He commended OLOS for the ALA Minority Fellowship Program it has prepared for presentation at Annual Conference, and noted the Office for Intellectual Freedom's initative in responding to urgent national issues.

Treasurer Carla Stoffle tempered notions of a large FY89 operating surplus, reminding the board that General Fund surplus must be transferred to the Plant Fund (40 E. Huron property) both to offset its current operating deficit and to eliminate its historical deficit by FY93. Nevertheless, for the coming fiscal





During a break in Executive Board proceedings, a spirited President Summers (I.) congratulated one of ALA's longest-term staff members, Miriam Hornback (r.) on receiving her 45-year service award April 27. Hornback is assistant to the executive director and secretariat to the Executive Board and Council.

year (FY90) the Committee on Program Evaluation and Support (COPES) recommended a cautiously optimistic \$16,077,433 General Fund ceiling (up from \$14,462,283 in '89) and projected the Division Fund at \$6,970,518 (up from \$6,897,219) and Round Table Fund at \$302,820 (from \$290,465) (EB83). The board approved these preliminary figures, which, like FY89's, allow for ambitious programs and timely debt payments, but no growth in what most agree is an overburdened Headquarters Staff.

Horse and pony show

The first act, so to speak, to come before the board was a self-proclaimed "horse and pony show" prepared by the Publishing Committee to offer a fresh perspective on ALA's publishing operations. Committee Chair Bernard Schlessinger and ALA Publishing Services Director Edgar McLarin used overhead projections to underscore their main point: that business is booming, but net revenues are distorted by overhead charges of some \$1 million, which they consider out of line by association-publishing standards. Since they had successfully gained sympathy for the overhead "tax" in earlier committee meetings, they focused on the "boom" of booming business for this presentation: Some 35,000 copies of AACR2, rev., already sold; 40 titles planned for 1990; mutually beneficial agreements made with divisions, as in a new series for implementing Information Power that provides royalties to the American Association of School Librarians; Booklist growing under new editor Bill Ott; ALANET providing pioneering services; Library Technology Reports thriving under Howard White in his 20th year with ALA; and American Libraries at its peak as Editor Art Plotnik prepares to step down. (McLarin said he hoped to keep Plotnik involved in ALA Publishing, and Galvin later praised the editor for his contributions to date.)

The board also heard from Patricia Schuman, chair of the Endowment Campaign



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Committee (EB79). To move toward a successful campaign to support program activities, the Committee recommended that ALA seek approximately \$450,000 in outside funding for the initial three years of a development office, endow ALA scholarships, reopen life memberships, and consider applying a percentage of dues to the endowment. The board approved these, among other recommendations, in the committee report.

President Summers recounted his latest activities, including recent testimony in Washington on behalf of the Library Services and Construction Act. "I hope no one spent a lot of money on pens for the signing of the Library Improvement Act," he said of the Administration's LSCA-substitute legislation, which now appears doomed. "The momentum seemed with us," he said, praising Washington Office Director Eileen Cooke for teaching legislators "the right questions to ask." Cooke herself reported her views on the Administration's proposed act—"It would have eliminated HEA as well as LSCA," she noted.

Recent and ongoing First Amendment issues—notably the *Webster* and Child Obscenity items reported elsewhere in *AL*—were discussed in reports from Office for Intellectual Freedom Director Judith Krug and board member Lucille Thomas for the Freedom to Read Foundation (EB88). Krug stressed that ALA's position in the *Webster* case is not "pro-choice," but to protect li-

Business plan & values

The board approved an excerpt of "Values" and "Strategies" prepared by ALA staff as part of a Business Plan for the Association (EB83, exhibit 14). The six values articulated were: ALA should provide the maximum possible service to the public, to the field, and to its members; ALA activities are determined primarily by service and program activities; ALA's most valuable resources are its members and staff; payment of dues to ALA reflects a commitment to the development of the profession; membership dues support the basic services of ALA; and ALA as a whole and its individual units exist in an environment of mutual programmatic and financial interdependence.

A brief list of strategies called for longterm financial stability, diversity in revenue sources, caution in supporting new and expanded programs at the cost of current high-priority programs or financial stability, rainy-day reserves to maintain essential programs during financial crises, and unit cooperation to respond to shared priority goals.

braries' right to provide information on all sides of the abortion issue.

Losers, winners

Two items before the board failed to gain its approval. A proposal for seminars on Carnegie buildings (EB46, 46.1) was quashed as a decent idea with low priority for ALA funding. Donald Sager's struggle to keep alive a Public Library Trusteeship investment fund, with a potential pool of \$877 million, will, in effect, get no further help from ALA. Sager's committee, the PLA/American Library Trustee Association Joint Investment Committee, has drafted an RFP for a new fund manager (EB90). The board chose not to review it.

In executive session, the board concluded an extended review of ALA's legal counsel by deciding to continue with the firm of Sidley & Austin, whose representative Mary Hutchings Reed was on hand later to say thanks.

Close to the meeting's adjournment, Robert Doyle, Director of the ALA Library/Book Fellows Program, showcased the talents of the first class of Fellows under this USIA-funded project. Eight librarians—chosen from more than 200 applicants—completed useful service stints in Chile, Finland, India, Indonesia, Jordan, Malaysia, Mauritius, and Turkey. Doyle said the first round (1987–89) revealed four indicators of success: adaptability, communication skills, acceptance of cultural differences, and ability to deal with ambiguity.

President Summers responded: "I think the board members might make good candidates."

"After a rough day, it's still left standing."

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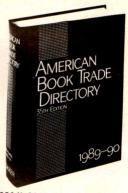
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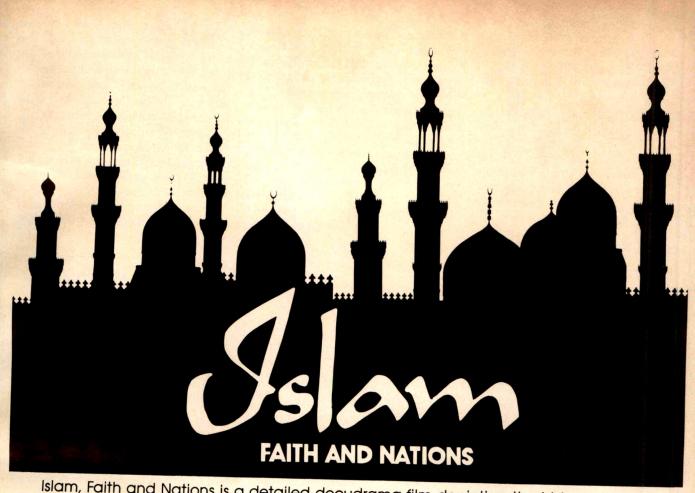
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News Fronts cont. from p. 492

and brainstormed on how to contribute to the upcoming White House Conference. AIIP president is Susan Bjorner, Box 533, Françonia, NH 03580.

RLG, OCLC load Judaica database. In April, the Research Libraries Group finished adding to its Research Libraries Information Network (RLIN) some 90,000 records of Hebrew and Yiddish materials in the Harvard College Library Judaica Department. Earlier, OCLC announced it was adding the Judaica records to its 19-million-record union catalog. The transfers follow Harvard's six-year retrospective con-

version of its Judaica card catalog, a project funded by the Horace Goldsmith Foundation. Harvard Judaica Bibliographer Charles Berlin said the romanization of the Harvard records was difficult, but will benefit other Judaica libraries attempting retrospective conversion of their catalog records. Some RLIN users will generate their own records containing Hebraic script from the romanized Harvard records. Charles Cutter, who heads the Brandeis University Library Judaica Dept., remarked, "This is a cornerstone for the future national bibliographic database of materials in Hebrew and Yiddish."

Shank a chancellor. Russell Shank, UCLA university librarian since 1977, has been promoted to a newly created post. On July 1, Shank becomes assistant vice chancellor for library and information services planning, advising the chancellor's office in university strategic planning.

Gloria Werner, associate university librarian for technical services, will become director of libraries and serve as acting university librarian until a permanent university librarian is appointed.

Shank, a former ALA president, previously served at the Smithsonian, Columbia, and Berkeley.

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column free-lance for American Libraries, is editor of ALA's Booklist.

Texas mysteries

LIBRARIANS, PUT AWAY THOSE travel guides. Yes, you're going to Dallas for ALA's Annual Conference, and, yes, you'd like to do a little reading about Texas before you go. But, no, don't read Fodor. Read mysteries.

A sense of place is vital to a good mystery: Raymond Chandler's Southern California, John D. MacDonald's Florida, Elmore Leonard's Detroit—all capture the visceral reality of a specific place in a way that no list of landmarks or ethnic restaurants can hope to match.

Recently, Texas has become its own hotbed for mystery writers. The seven novels listed below, all but one published within the last year, offer glimpses of many different sides of the Longhorn State: Houston boardrooms, Austin honkytonks, Dallas poker clubs. Many of the establishments mentioned in these books won't be turning up on any ALA tours, but, finally, the choice is yours: Where would you rather spend your free time, a convention center or someplace with a name like the Only Good Armadillo Is a Dead Armadillo Bar?

Abshire, Richard. *Dallas Drop.* Morrow, 1989, \$17.95 (0-688-07967-9).

When Jack Kyle hung out his shingle as a Dallas private eye, he was hoping for a little low-stress divorce work. What he didn't bargain for was getting trapped in the middle of Central American revolutionaries, a corrupt ex-CIA agent, and two beautiful but deadly women. Along the way, there's plenty of Dallas scenery, including a murder at a soccer game in Reunion Arena.

Barthelme, Peter. *Brainfade*. St. Martin's, 1989, \$16.95 (0-312-02879-2).

Houston advertising executive (and crime solver) Beaumont decides he'd rather fish than take meetings. It doesn't work that way,



A.W. Gray, author of Size and Bino, just could be the best of the new breed of Texas mystery writers.

though, when he accepts an account to promote a mental health clinic and soon finds himself involved with his client, a beautiful, kinky, and very loony psychiatrist. Their tempestuous relationship turns ugly after Beaumont discovers an insurance scam. White collar crime in the New Texas.

Gray, A. W. Bino. Dutton, 1988, \$16.95 (0-525-24590-1); Onyx, paper, 1989, \$3.95 (0-451-40129-8).

White-haired Dallas lawyer Bino (short for Albino) Phillips deals mostly with the Old Texas: dope dealers, grifters, gamblers, and murderers with names like John-boy, Buster, and Half-a-Point. This time, however, what seems like a lowlife murder leads directly to upper-crust Dallas and a confrontation with the same blueblood attorneys who have

been snubbing country hick Bino since college.

Gray, A. W. Size. Dutton, 1989, \$16.95 (0-525-24728-9).

Size Brandon has done a little bit of everything for his friend Pecos Jimmy: extortion, perjury, even murder. So when Size learns that Jimmy has put out a contract on him, he's not pleased. Size may be a criminal, but we respond immediately to his stubborn individuality. Here's a guy who deserves more but won't get it. In Gray's unsparingly realistic world, bad things happen and catharsis is nonexistent. With death, you get irony.

Mathis, Edward. *The Burned Woman*. Scribner's, 1989, \$16.95 (0-684-19039-7).

This gritty, uncompromising novel starring East Texas detective Dan Roman may look like a mystery, but its world is really much darker, more emotionally chaotic than one finds in even the most hard-boiled fare. There are no good guys in this tale of sexual exploitation; as Roman's girlfriend, a whore with a heart somewhere between gold and lead, puts it, "We never mean to hurt anybody. Sometimes it just happens that way."

Sublett, Jesse. *Rock Critic Murders*. Viking, 1989, \$16.95 (0-670-82302-3).

When the lead guitarist in an Austin rock group is killed while rehearsing for a reunion gig, bass player and part-time detective Martin Fender (the name is a musician's in-joke) attempts to find the murderer. The trail leads to sleaze of every variety, what with rock critics involved in a real estate scam and club owners dealing cocaine and concert tickets.

Thompson, Jim. *Wild Town*. Black Lizard, 1985 (orig. pub., 1957), paper, \$3.95 (0-916870-95-2).

No survey of Texas in crime fiction would be complete without Jim Thompson, the king of the pulps. He is at his demented best in this story of an evil sheriff, an aging hotel owner, his restless wife, and an ex-con who's looking for a little rest and finds the opposite. It's all set against the stark background of West Texas, "one of those old-time cattle towns, a sun-baked huddle of false fronted buildings with sheet-iron awnings."

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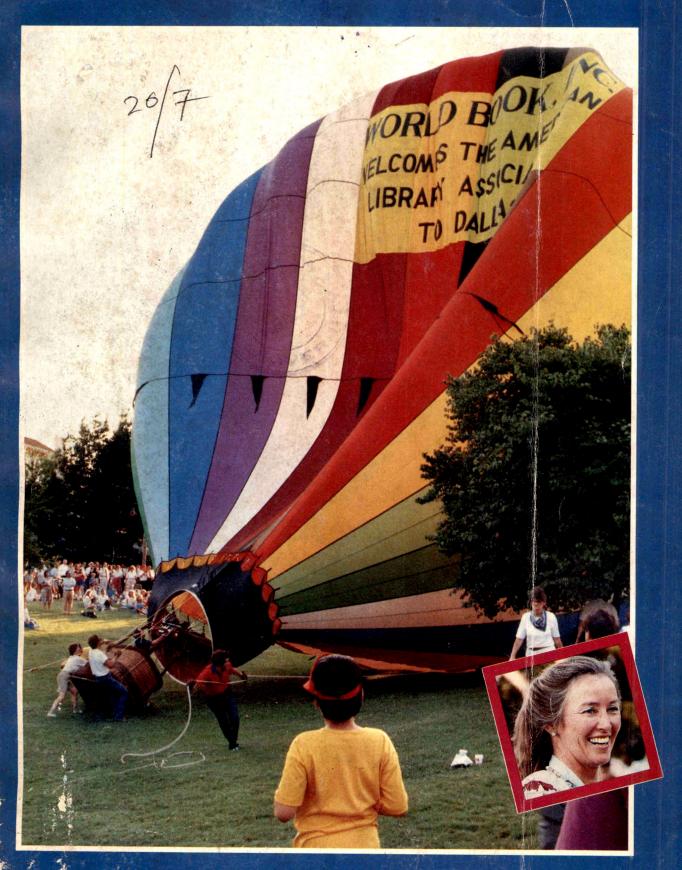


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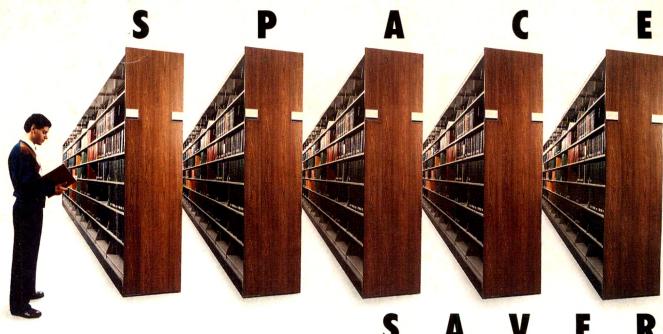
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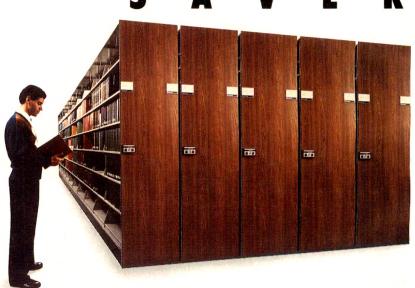
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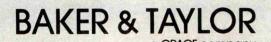
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Cover: A colorful balloon preparing to lift off from Dallas' Old City Park seems an appropriate metaphor for ALA's Annual Conference, which saw the introduction of Executive Director-designate Linda Crismond (inset). Photos by Art Plotnik.



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ALA Alert

Sightings

Linda Crismond: ALA's new exec speaks to members

► Librarians' human rights activities draw FBI inquiries ► Miami takes bite from Big Apple, gets 1994 Annual

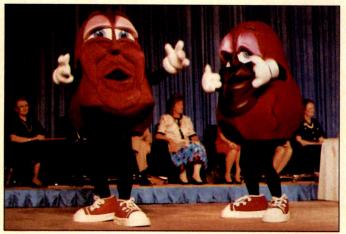
Conference ► VOTE FOR PAT buttons (Schuman and O'Brien accept ALA nominations) WHCLIS funding, ALA Congressional testimony in "Washington Wire"

Mass. libraries sell treasures to finance expansion

► FBI, Interpol probe missing rare books ► LSCA goes on fast track D.C. violent crime enters public library ► Library headhunting—LA-style

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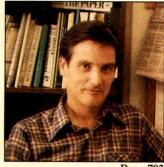


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ALOFT AT LAST!

A sprawling Annual Conference in a sprawling city offered something for every one of the 17,000-plus attendees-even the California Raisins. AL's sprawling coverage will continue in September. 642

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FEATURES

Leads' Summer School, Part Two: Sarah Ann Long and Donald J. Sager conclude "Management for Tough Times."

UPS—Uninterruptible power supply—a high-tech upgrade for your venerable-tech bookmobile. By Russ Topping.

Library with an attitude. Oakland's Data Center helps activists unearth info on issues like Irangate, toxic wastes, and even Marcos' millions. By Fred Setterberg.

Circ stats. 1988 public library circulation gains slightly as expenditures increase sharply. By Debra Wilcox Johnson. 705

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=guest ed. notes ==

An open letter to John Berry

Dear John:

An editorial such as yours in the June 15 *Library Journal* is expected to be an expression of opinion; but in all but the yellowest of journalism, writers make an effort to have their opinions be based on fact.

Your open letter to Linda Crismond departs significantly from the facts when it describes "a house divided against itself," "disarray," "disunity and lack of focus," and "internal strife" among the ALA staff. Consider if you will the following facts:

- At the present time half of the ALA divisions are involved in shared staffing arrangements worked out by division staff and members, not imposed from above.
- Currently ALA has received or has pending five externally funded grants totaling \$828,880 that are the result of collaboration between divisions and offices. These projects result from the best kind of collegial efforts.
- The Dallas Annual Conference saw 45 programs jointly sponsored and conducted by ALA offices, divisions, round tables, and committees, in addition to the numerous programs sponsored jointly by ALA groups and outside or affiliated organizations.
- In considering the new operating agreement adopted at the Dallas Conference, the divisions exhibited great cooperation and commonality of purpose as well as a serious understanding and concern for the welfare of the offices and other units of ALA.

ALA does not have a "fiscal time bomb" ticking away. The Association is in a very healthy financial situation and is for the first time in some years creating financial reserves for future needs. ALA does have a problem in the fiscal services operation. The dimensions of that problem are now clear and are being dealt with.

The problem does not reside, as you suggest, "in 13,000 accounts, an antiquated system of fiscal control and reporting...." Rather than being

antiquated, the fiscal system is very sophisticated; its great capability has produced the complexity. Selected and installed in a period when ALA officers were calling for greater accountability and analysis, the fiscal system permits analysis at far greater depth than the Association may need. It is this effort to be more accountable and to use the great power of the accounting system that has produced the 13,000 accounts.

Your editorial also continues a refrain you have uttered before: that the ALA executive director should be an inside person and leave outside representation to others. That is a credible opinion, but one with which I substantially disagree. The executive director cannot be solely a "Ms. Inside" and be successful. The directors of other national and international organizations with which ALA must have strong effective relationships do not wish to deal solely with an elected president who will be gone next year.

In addition, ALA presidents each have their own agendas that they quite properly wish to address. Those agendas may not coincide with the basic ongoing agenda of issues and relationships that ALA pursues. It is the year-to-year caring for that ongoing agenda that falls to the executive director and the staff. Linda Crismond is certainly smart enough to see that there is both an inside and an outside role for the executive director, and to develop an appropriate balance.

ALA is going through an exciting period of growth and reaching new levels of accomplishment through the cooperation and unity of all of its parts. There is a great party going on, John—Why don't you come see it?

Sincerely yours,

Bill Sum

F. William Summers ALA Past President

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news fronts

ALA: "A resource for all librarians from all countries"

First woman to serve as ALA Executive Director— Linda Crismond envisions "the Association of the World"

Linda F. Crismond will become the 19th executive director of the American Library Association Sept. 5, the first woman ever to head the staff of the world's oldest and, with 48,000 members, largest national library association. The years 1890–1891 saw a brief male/female co-occupancy of the directorship. Otherwise, the post first held by Melvil Dewey in 1879 has remained, until now, a male stronghold in a profession where women have always constituted a majority.

"My management style is based on the job I have to do, not on the fact that I'm a woman," Crismond told *AL* in an exclusive interview June 21. "But I do feel strongly," she added, "that women must be represented at all levels, and indeed there are more professional women in top management positions now than ever before."

"I think ALA should be the Association of the World," Crismond responded when asked to offer a "dream of greatness" for ALA. "We have the resources and the staff to support the profession, and I hope we will become a resource for all librarians from all countries." The new director plans to attend the Aug. 19-26 conference of the International Federation of

Linda Crismond, ALA's new executive director.

Library Associations in Paris, France.

Crismond will end her nine-year tenure as director of the Los Angeles County Public Library when she joins the ALA staff at its Chicago Headquarters. Before the LACoPL directorship, Crismond served as assistant university librarian at the University of Southern California from 1973 to 1980 and in a variety of posts at the San Francisco Public Library from 1965 to 1973. Her MLS is from the University of California/Berkeley. She was born in Burbank, Calif., in 1943.

"I would hope to encourage more West Coast participation in the Association," Crismond said of her pending relocation, "but personally I'm a little apprehensive about the weather in Chicago. I don't even own a winter coat."

The new executive director shouldn't have any trouble rectifying that. ALA's governing Executive Board set a salary minimum of \$100,000 in January when it commissioned the executive search firm of Korn Ferry to help find a new chief administrator. Crismond's negotiated salary is \$116,000, placing her with a handful of librarians in the country who earn over \$100,000 annually. She has not, however, caught up with the \$128,000 salary average of top executives in professional associations, as surveyed by the American Society of Association Executives.

Korn Ferry receives one third of the negotiated salary as commission—"the standard rate," according to Board President F. William Summers. That fee, along with costs for special meetings related to the search, brings the total cost for the ALA executive director search to \$76,666.

"The good news" about the relocation, Crismond says, "is the short commute to work." She will live in Huron Plaza, the apartment highrise atop the seven floors of ALA Headquarters and office space. In Los Angeles, she drives 25 miles to and from work every day.

"This is also a major change for me in that I will no longer be the director of a library—no longer responsible for the direct provision of service to the library user. My customers will now be the membership."

Will she be both a blouse-sleeve manager and a visible leader in the field? Yes, she told *AL*. "It's a priority of mine to understand the internal organization of ALA and to support its staff. I hope to share the field's visibility with the elected leadership. It is essential that the executive director provide a continuity of ALA presence and priority to other professional organizations and to the corporate community."

"Open access to information is the most important issue facing the profession," the new director told *AL*, "and the recruitment of librarians from all backgrounds into our profession is a great need." She also emphasized that librarianship needs higher visibility in society.

One of the first things Crismond intends to do at Headquarters

is meet all the staff and confer with key managers. She is concerned about ensuring that ALA staff have adequate support to accomplish their workload. She also believes "the staff, in support of our mission, should occupy a leadership position in the profession. They are highly informed, involved with libraries across the United States, and can play not only an information-gathering role but also a setting of direction for future library services. The staff must also support the elected leadership to see their visions come to reality."

"Some of the aspects I'll want to look at are membership records and how they are kept, and management's information systems." Crismond cautioned that it was premature to comment on the Bricker systems study recently received with skepticism by the Executive Board (AL, June, p. 610). But she noted, "There are two sides to every story. There is the staff perspective on the report, which I won't know until I get there." She pointed instead to the near-completed operating agreement between ALA and its divisions as "one example of preparing the Association to meet its future needs."

"We need to recognize in an organization of this size that if communication is not our top priority, we're kidding ourselves. From good communication both upward and downward comes an informed, healthy work environment."

"The high quality of our programs, the relevancy of our publications, and our success in promoting legislation to bene-



Linda Crismond and Robert Wedgeworth, ALA executive director 1972-85, at the President's Dance, Dallas Annual Conference in June.

fit libraries all depend on the smooth running of ALA."

Linda Crismond replaces Thomas Galvin, who plans to leave ALA in November. Until then, she will serve as executive director designate.

What will her unique contribution be? "ALA's mission presently talks about supporting libraries and librarianship. To that, I would like to add librarians. The Association must support the place, the profession, and the people." -L.K.

School, public librarians testify

Amnesty letters draw FBI scrutiny, harassment

Phyllis Grady, elementary school librarian in Wayne, Pa., and Martha McKnight, reference librarian, Indianapolis-Marion County (Ind.) Public Library, testified June 21 in Washington, D.C., before the U.S. House Subcommittee on Civil and Constitutional Rights. At the request of Amnesty International, the librarians described questionable FBI investigative techniques they experienced—including workplace telephone calls and visits.

Both librarians are Amnesty International members and participated in its "Freedom Writers" project. They had written letters to the governments of Bulgaria and Yugoslavia urging the release of prisoners and sent copies to their senators and to the embassies of those countries.

Grady told AL she got a phone call at work from an FBI counter-intelligence agent: "I was told they wanted information from me about a matter that could not be discussed over the phone." When Grady went home, she found a note—the FBI had come to call. "Not the kind of thing you like to find on your door," she said. On May 24, the agent came to the school and claimed Grady's name was on a list at the Yugoslavian embassy, saying 'Communist countries are always looking for people to do spy work."

"I explained what Amnesty Interna-

tional is," Grady said. "The agent seemed to have no idea. Notices about writing letters for Amnesty are advertised everywhere—on 'Nightline,' in Reebok sneakers ads, everywhere. It's no big secret, but apparently it is to the FBI."

"I was concerned about the intimidation element," Martha McKnight told AL. "Members might hesitate to write letters if they thought they were going to get visits from the FBI."

McKnight's experience also began with a call—at the reference desk. At first, McKnight said, she "had no idea what the agent was talking about. He said, 'Somebody in your family has been in touch with the Bulgarian embassy.' I couldn't think of what it could be. Then he said, 'Maybe I better come and see you.'"

McKnight was "questioned in a corner of the reference room." She had been suspicious enough to check with the Indiana Civil Liberties Union, call the Indiana branch of the FBI to verify the agent's identity, and enjoin that a colleague sit in on the questioning. "Fortunately, my colleagues are all good civil libertarians," she said, "but that's not always going to be the case for other people on their jobs."

"I was very angry at the time, very indignant," McKnight told AL. "It's real intimidation." She said subcommittee chair Don Edwards (D-Calif.) compared the incidents to being pulled over by police on the highway, but "you can't compare a traffic violation with being put under suspicion of subversion," she said.

Amnesty International was founded in 1961, has members in 110 countries, and received the Nobel Peace prize in 1977. The organization is hoping the librarians' testimony will lead the subcommittee to conclude the FBI needs new guidelines for the conduct of such inquiries. —L.K.

1994 Conference site switch: "Miami shuffle"

ALA's Executive Board agreed in Dallas to switch sites for the 1994 Annual Conference. New York is out—Miami is in. The meeting, set for July, has also been rescheduled, tentatively for June 21–30.

ALA Communications Director Peggy Barber told the Board the New York contract was returned to ALA with changes that prompted consideration of Miami. Additionally, the July date meant many members would be burdened by two annual conferences in one fiscal year.

Money was the big issue. Anxious to host ALA, Miami guaranteed a rate of 55 cents per square foot of exhibit space. New York quoted \$1.55 per square foot. Miami, Barber added, sweetened the offer by agreeing to pay half the cost of shuttle-bus service.

As the Board voted its unanimous approval ALA President Patricia Berger instructed, "Mark your tally 'Miami shuffle."

ALA's last Annual Conference in Florida was in 1963, in Miami Beach.

O'Brien, Schuman candidates for ALA president

Patrick O'Brien and Patricia Schuman will run for ALA president 1991–92. Unofficial word of the Nominating Committee's final selections got out at Annual Conference June 24–29 in Dallas, where the candidates were overheard joking about a cost-effective single campaign button: "Vote for Pat."

(Continued on p. 626.)

ASIDES ALA ALERT

QUICK GUIDE FOR MEMBERS

- ► Richard M. Dougherty elected ALA vice-president/president-elect; Council, division, Round Table election results: p. 706–07.
- ► Linda F. Crismond is new ALA executive director, to assume \$116,000 post Sept. 5: p. 622.
- ► Dallas delivers—ALA's Annual Conference coverage: p. 642–648; 681–688.
- ► First Lady Barbara Bush boosts literacy in new poster from ALA Graphics: p. 709.
- ► AASL conference scheduled for Oct. 18-22 in Salt Lake City; author Judith Viorst among featured speakers: p. 709.
- ►Bell Atlantic commits \$292,375 to ALA's Family Literacy Project: p. 707.
- ► Key educational organizations, including ALA, call for better teacher training, accountability: p.
- ► Sally Mason appointed to Rockefeller Foundation video task force: p. 709.
- ► Donations to AASL establish scholarship for school library media specialists, publication award: p. 707.
- ► "Wee Pals" invite libraries to compete for registrants during Library Card Sign-up Month in September: p. 710.
- ►U.S. Small Business Administration joins National Partners for Libraries and Literacy: p. 708.
- ►LAMA clearinghouse in Headquarters library collects, lends development policies: p. 709.
- ► Junior Members Round Table launches library school outreach campaign: p. 709.
- ►U.S. Small Business Administration joins National Partners for Libraries and Literacy: p. 708.

American Libraries Washington Wire

ALA testifies on federal info policies. Nancy Kranich, director of public and administrative services at New York University libraries, testified on behalf of ALA at a May 23 hearing on federal information-dissemination policies and practices. Kranich, chair of the ALA-initiated Coalition on Government Information, told the House Subcommittee on Government Information, Justice, and Agriculture about the role of librarians in managing and promoting new information technologies, and their partnership with the government in disseminating federal information.

Kranich related ALA's concerns about access to government information in electronic format. "Regardless of format," said Kranich, "the government must assure citizens ready and broad access to information that stimulates economic, educational, scientific, and technical developments while also increasing awareness of the activities of their government." She gave specific examples of the trend toward commercialization of government information, including the Office of Management and Budget's Circular A-130.

Calling present government information policy "nothing less than chaotic," Kranich stressed that the nation's underfunded libraries cannot fill the "public access vacuum" created by the move toward a cost-driven rather than user-driven federal information system. She made a number of specific recommendations to the subcommittee and concluded by stating ALA's eagerness "to work more closely with Congress to develop information policies that will respond more effectively to the public's right to know."

Other library witnesses were Harold Shill of the West Virginia University library, representing the W. Va. Library Association; D. Kaye Gapen of the University of Wisconsin/Madison library, representing the Association of Research Libraries; and Nicholas Mercury of System Planning Corporation, representing the Special Libraries Association.

"Just say no" to WHCLIS funding. During Senate debate on the FY 1989 supplemental bill that included initial funding for the White House Conference on Library and Information Services, Sen. Alphonse D'Amato (R-N.Y.) offered an amendment adding \$228 million for antidrug programs. After the amendment was ruled out of order because it exceeded the budget cap, D'Amato questioned the Senate's funding priorities. "Let me suggest to you that there are some items here that may be good—\$1,750,000 to begin implementation of the second White House Conference on Library and Information Services. I am not against library services, and a conference at the White House," D'Amato said, but he concluded it would be better to use some of that money for antidrug programs, including teacher training in the Department of Education.

The Senate approved a revamped version of the funding bill June 22, and the House passed it the following day. President Bush signed it June 30.

LC/ALA travelling exhibit celebrates Congress's 200th anniversary. An exhibit commemorating the 200th anniversary of the U.S. Congress will travel to public libraries in 30 U.S. cities beginning in November. Jointly developed by the Library of Congress and ALA, "To Make All Laws: The Congress of the United States, 1789–1989" draws on LC's resources to portray the creation of Congress and demonstrate how it works.

In addition to portraits, photographs, cartoons, manuscripts, rare books, and other materials from LC collections, the exhibit features an interactive video component using Amiga personal computers donated by Commodore Business Machines; the company also helped fund the project.

—Gordon Flagg

At the announcement of sites for the LC/ALA travelling exhibit (from left): Librarian of Congress James H. Billington, ALA President Patricia Berger, Rep. Bill Frenzel (R-Minn.), and Commodore Business Machines President Harold Copperman.



(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its contents.)

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AL confirmed by phone that O'Brien, director of the Dallas Public Library, and Schuman, president of Neal-Schuman Publishers, have accepted the nominations but the Nominating Committee won't confirm until after the Executive Board gives approval at its fall meeting, Nov. 1–2.

The winner of the election, to be held next spring, will serve as vice-president/president-elect 1990-91. Petition candidates may file with ALA's executive director up to four months before the next Annual Conference, June 23-28, 1990. —L.K.

ASIDES SIGHTINGS

FOUR-LIBRARIAN FAMILY



Joanne Dzurenko, manager of the Bedford Branch of Cuyahoga County (Ohio) PL, posed recently for this portrait with her three librarian daughters. They are, clockwise from left, Sheryl, Jeanne, and Christine.

Soon after Joanne received her MLS from Case Western Reserve's library school in 1977, her then-teenaged daughters helped her plan programs for CCPL's Parma Heights Branch, where she worked. The experience was so rewarding, they worked in their respective college libraries and went on to obtain MLSes.

Currently, eldest daughter Christine is assistant manager at the Columbus Metropolitan Library's Franklinton Branch. Younger sister Jeanne is business supervisor at Nashua (N.H.) Public Library. Sheryl, youngest of the three, is adult services librarian at CML's Garfield Heights Branch.

Joanne told AL she never pushed her children toward a specific career, so their choice was a surprise. "I guess they've watched me have a good time at my work and be a gung-ho cheerleader for libraries, so they opted to do the same."

What do the Dzurenko women do in their spare time? "We try very hard not to talk libraries at home," Joanne said, "but there's a lot to talk about and we do end up talking about our work experiences. For my nonlibrarian husband, it's probably like sitting in on a library seminar."— E. McC.



Painting brings Amherst \$2.4 million

Mass. libraries sell treasures to finance expansion

Two Massachusetts libraries recently traded rare and precious possessions for money to finance badly needed renovation and expansion.

In a May auction conducted by Sotheby's gallery, the Jones Library in Amherst sold "Platte River, Nebraska," a painting by Albert Bierstadt, for \$2.4 million.

Sotheby's will also handle the sale of one of 48 extant authorized copies of the Emancipation Proclamation in October, after trustees of the Belding Memorial Library in Ashfield voted in May to part with the document.

The Bierstadt painting, part of a 1926 bequest and then valued at \$400, will help fund modernization and expansion of the

60-year-old Jones Library building to 50,000 sq. ft., including a glass-roofed courtyard and space for research collections on Emily Dickinson and Robert Frost. The library still owns 59 other paintings and sculptures from the same bequest.

The Proclamation, signed in Abraham Lincoln's own hand, is expected to sell for between \$70,000 and \$90,000 at auction. The sale will bring Ashfield's \$250,000 restoration and expansion project to fruition. No one knows how the document, made it to Ashfield, but it had been gathering dust in the library basement for at least 13 years until alert trustees spotted and identified it while housecleaning for a used book sale last October.

—L.K.

Librarian resigns

FBI probes missing rare books at U. of Texas medical library

The FBI and Interpol are investigating the disappearance of some 80 rare books from the University of Texas Medical Branch in Galveston. A routine internal audit early this year revealed that the books were missing from the library's Thomas G. Blocker, Jr., History of Medicine Collection, UTMB spokesperson Ron Gilmore told AL. The collection contains 12,000 rare books dating back to the 14th century, as well as early microscopes and other antique equipment. Gilmore said the missing titles were all duplicate copies of works remaining in the collection.

In mid-May, Emil Frey, director of the school's Moody Medical Library since 1973, resigned and the school changed the

locks on the library doors. Neither Gilmore nor Harvey Bunce III, acting director of the library, would comment on whether Frey or other individuals are suspects in the investigation.

—G.F.

Comparing apples with apples: action plan on PL statistics

An action plan for the collection and compilation of public library statistics has been published by the National Commission on Libraries and Information Science (NCLIS) and the National Center for Education Statistics (NCES).

"This is the first time in the history of the country that standardized public library statistics will be gathered on a nationwide basis," said Mary Alice Hedge-Reszetar, associate director of NCLIS and co-director of the project. "LiStaying up-to-the-minute with the fast-breaking research that is shaping our future has never been easier with...

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News fronts

brary decision-makers at federal, state, and local levels will now be comparing apples with apples," she told AL.

Beginning in July 1989, all public libraries will annually submit to their state library agencies figures on 41 data elements with standard definitions. Each state library will compile data and forward it to NCES in machine-readable form.

Data elements will include: numbers of books and other materials owned; numbers of books and other materials loaned; numbers of reference and information questions answered by staff; numbers of librarians and other staff; numbers of branches and bookmobiles; sources of income; expenditures by category; and hours of service.

John G. Lorenz, retired deputy director of the Library of Congress and coordinator of the Federal-State Cooperative System for Public Library Data, told AL that similar plans for school libraries are already underway. -T.G.

LSCA reauthorization goes on fast track

A bill to amend and extend for five years the Library Services and Construction Act has been introduced in Congress, and ALA's Washington Office says that it's making "unusually fast" progress through the legislative process.

The bill was introduced in the House as HR 2742 June 22 and in the Senate as S 1291 July 12. The major programmatic changes in the new legislation include an increased emphasis on technology in LSCA titles I (Library Services), II (Public Library Construction), and III (Interlibrary Cooperation and Resource Sharing); additional literacy and childcare-oriented activities in title I; emphasis on preservation in title II; and a new title VII to carry out evaluation and assessment of LSCA programs.

Two amendments were added to the House version: the addition of drug abuse prevention materials as an eligible title I activity, and a new title VIII authorizing \$12 million for Family Learning Centers, offered by Rep. Major Owens (D-N.Y.).

The proposed FY 1990 authorization levels are \$100 million for title I (compared to \$95 million proposed for FY89 and \$81 million actually appropriated); \$55 million for title II (compared to \$50 million/\$22.3 million); \$35 million for title III (compared to \$30 million/\$19.1 million); \$1 million for title V, Foreign Language Materials (compared to \$1 million/ -0-); \$10 million for title VI, Library Literacy Programs (compared to \$5 million/ -0-); and \$500,000 for the new title VII. Title IV, Indian Library Services, remains at 2% of the appropriations for titles I, II, and III.

Dole introduces LSIA

On June 23, Sen. Robert Dole (R-Kans.) introduced the Bush administration's proposal for a new Library Services Improvement Act that would replace LSCA and HEA title II library programs (*AL*, May, p. 383). "I do not necessarily agree with all the provisions of the administration's bill,"

Dole said. "In particular, I know that the construction title of LSCA, which the Library Services Improvement Act would eliminate, has been found to be a very worthwile program...I believe, however, that the administration should be able to go on record with its views, and I am pleased to introduce this measure on its behalf."

-G.F.

Occult books removed from W. Va. school library

In a move challenged by the state's education association, a West Virginia school board removed 35 books on the occult from a school library early this year.

Hancock County school board President Connie Sherensky told the Wheeling News-Register that the board has returned 18 of the titles to the shelves of Weir Junior High School library after reviewing them; a committeee is deciding whether to return the remaining 17 in time for the new school year.

When the West Virginia Education Association learned of the incident in June, it came to the defense of librarian Mary Lou Matthews. "We felt her rights were being violated," WVEA regional representative Owens Brown told AL. Brown added that community members were "tainting" Matthews by attributing her with an exceptional knowledge of the occult and witchcraft.

The WVEA met with the school board to question the removal of the books "on the say-so of one parent." Afterwards, said Brown, the board publicly apologized to Matthews and began plans to set up a committee to review books purchased by the library.

—G.F.

Acronym update: ALCTS, NMRT

Two ALA units have voted to change their names. The Resources and Technical Services Division (RTSD) became the Association for Library Collections and Technical Services (ALCTS), effective at the close of the Dallas Annual Conference. The Junior Members Round Table (JMRT) will become the New Members Round Table in July 1990.

Sixty-eight percent of RTSD members voted their approval of the new name in ALA's annual elections. Karen Muller, ALCTS executive director, told AL the initialism "rhymes with collects."

Muller also said she didn't meet "a single serials librarian [in Dallas] who admitted voting for the new name." Referring to the necessary name change of the RTSD

ASIDES IDEAS

BUILDING LIBRARY BUSINESS

A Business Information Fair showcases a library's business resources and services and offers seminars for local entrepreneurs. That's how Prince George's County (Md.) Memorial Library System has done it for three years, hoping to build new, regular clientele. The '89 fair drew some 400 and featured National Minority Entrepreneur of the Year, Lillian H. Lincoln.

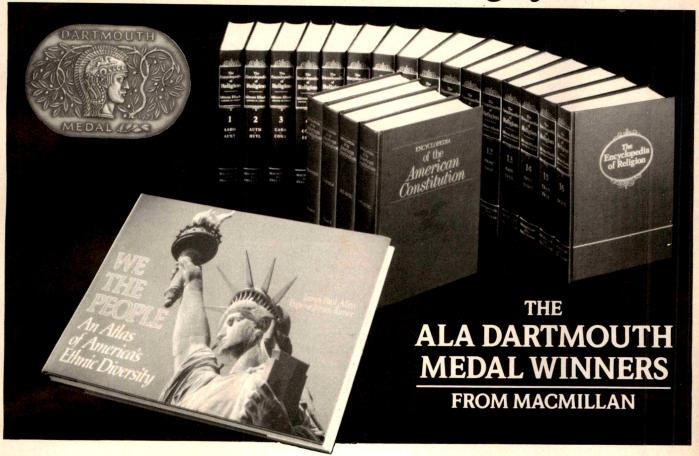


Young entrepreneurs at business fair

► Two universities have worked out an innovative pilot program for minority recruitment/affirmative action. The University of Northern Colorado, Greeley, paid \$6,000 in costs for the second year of a minority student's two-year MLS study at the University of North Carolina, Chapel Hill. In return, the student (Jan Squire) agreed to at least one year of work in Greeley's library system, after she received the master's. Squire and Greeley have proved a fine match, and Greeley library director Gary Pitkin is boosting the idea nationwide.

► To reduce staff stress when the Homewood (III.) Public Library faced a move, administrative librarian Larry Gelfius made the unknown predictable: he set up training sessions to identify specific challenges and goals. Guest lecturer was Dennis Tucker, author of From Here to There: Moving a Library (Wyndham Hall).

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For three consecutive years, the Reference and Adult Services Division of ALA has awarded the Dartmouth Medal for "outstanding quality and significance" to a Macmillan reference work.

In 1987, it was the Encyclopedia of the American Constitution.

In 1988, The Encyclopedia of Religion.

And in 1989, it's We the People: An Atlas of America's Ethnic Diversity by James Paul Allen and Eugene James Turner.

Here's what the reviewers have said about this remarkable guide to the landscape of ethnic America:

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We the People has received its share of honors: Named an Outstanding Reference Source by RBB. Selected as a Best Reference Source by Library Journal. Winner of the R.R. Hawkins Award of the Professional and Scholarly Publishing Group of the Association of American Publishers. And winner of a special John Brinckerhoff Jackson Award of the Association of American Geographers.

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866 THIRD AVENUE/NEW YORK, N.Y. 10022 ATTENTION: DAVE HORVATH Newletter, Muller said, "I suspect we'll be awarded the Worst Serial Title Change of the Year Award. They [serials librarians] wouldn't pass up an opportunity like this."

President Myrtis Collins told AL the JMRT name change has been under discussion for several years. She explained that junior had a "negative" connotation for some, and that middle-aged librarians new to the profession might not realize the group was for them—hence the word "New."

—T.G.

ASIDES ODDMENTS

MONKEYING WITH AGNOSTICS

The following true story comes from William Henry Young, who heads the Cedar Springs Library of Auberry, Calif.

For a patron, we searched a new CD-ROM psychology database under "agnostic," "agnosticism," and "agnostics," coming up with 17 hits and some curious connections:

Record one was a study of grief responses to a patient's death by several Christians, Jews, agnostics, and one atheist. The second record was obviously of interest: "Spiritual affirmations of a godless rabbi." That brought us to record three: "Biochemical and hormonal correlates of dominance and social behavior in all-male groups of squirrel monkeys."

Monkeys?

The abstract spoke of "relative dominance ranking among Ss [which] was based on the direction of agnostic behaviors displayed."

Squirrel agnosticism didn't seem to be our thing, so we moved to record four: "Overeducation and underemployment: An agnostic review."

Before we could dope that one out, record five grabbed our attention: "Males disposed to commit rape." Beneath was record six, "Intragroup agnostic behavior in rhesus monkeys." This was beginning to sound like real monkey business, especially when the abstract described "agonostic behavior." (The same type, no doubt, characterizing the males of record five.)

Records 15–17 concerned both agonistic and "agnostic" behavior in wild pigs, monkeys, and mice.

Actually, about half the hits were about agnostics as we know them. Love those CD-ROMs.

—W.H.Y.



BROADWAY'S "BEST MUSICAL" of 1988–89 began as an archival project for the Dance Collection in the New York Public Library at Lincoln Center, Jerome Robbins explained as he accepted one of six Tony Awards June 4. The award honored *Jerome Robbins' Broadway*, a retrospective of his hits. (Above, "Cool" from the show's "West Side Story" sequence.) Robbins' assistant, Faye Greenbaum, told AL the show concept grew out of an effort to document Robbins' accomplishments as choreogra-

pher, director, and producer of some of Broadway's most memorable musicals. Investigating what film and videotape the library had, Robbins discovered that much of his achievement had never been recorded, so he set about reconstructing dance numbers to be performed for videocameras and preserved in the Jerome Robbins Archive of the Recorded Moving Image. It wasn't long before he realized he was creating what became Jerome Robbins' Broadway.

—L.K.

LC announces new controls to correct FEDLINK abuses

Responding to abuses of the Federal Library and Information Network (FEDLINK), Librarian of Congress James H. Billington has announced new procedures aimed at correcting past problems.

An internal investigation earlier this year revealed that some military agencies had been contracting non-library services, such as studies of weapons systems, through the FEDLINK procurement system to bypass standard Pentagon procedures (*AL*, April, p. 279). Services provided by the network, which is administered by LC's Federal Library and Information Center Committee (FLICC), include procurement of library-related services for over 1,200 federal libraries.

"The FLICC/FEDLINK program is a case of too much success too quickly achieved," said Billington. "The tremendous need for the program's services caused the difficulties. The Library understands the demand for these services. We are planning improved management and support for them."

Billington said LC plans to tighten controls on procurement processes, transfer or terminate non-library service contracts that do not belong in the FEDLINK program, and revise staff assignments and proce-

dures to avoid future problems. Additionally, Billington announced that the Library will seek specific statutory authority for FLICC next year in order to safeguard the program.

A statement from LC added that the FLICC/FEDLINK office would ask the General Services Administration for better-defined procurement authority delegations for anticipated services to FEDLINK participants in FY 1990 and beyond. The office will also review contracts affected by a March moratorium on four categories of FEDLINK-contracted services: integrated library systems, retrospective conversion, tape processing, and archival interpretation.

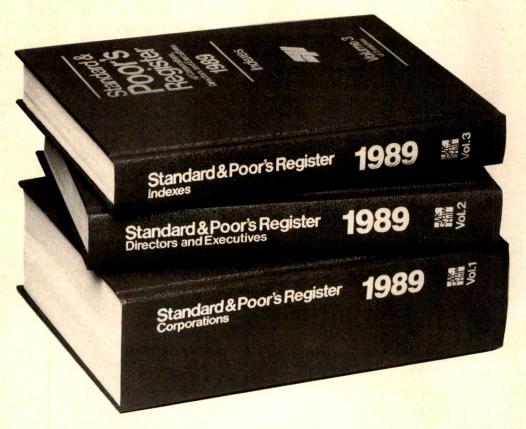
—G.F.

Epochal test of OCLC's EPIC

EPIC, OCLC's online reference system that will provide subject access to the OCLC Union Catalog and a variety of non-OCLC databases, began a 12-week field test on May 15 in six libraries. "EPIC offers powerful access to elements of MARC records," OCLC's Daviess Menefee told AL. "It allows users to seach in ways that they naturally would."

Initially, a 9-million-record segment of the 19-million-record OCLC database will be used, with additional records added throughout the test. During and after the

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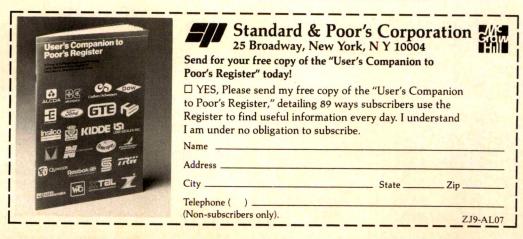
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News fronts

test, the service will be refined in response to test libraries' experiences. The complete OCLC database will be the first made available to EPIC users for keyword and phrase searches.

Field test libraries are: Arthur D. Little, Inc., Cambridge, Mass.; the University of Vermont library; the City of Pasadena (Calif.) library; the Indiana Cooperative Library Services Authority, Indianapolis; Northwestern University library; and the

AL THUS SAID

MADE IN THE SHADE

"Denied their air conditioning for an afternoon, limp and sweating souls will revert to primal modes of behavior. Look under any wooden porch in the summer. You'll find two dogs, one skunk, and a librarian lying perfectly still in the cool dirt."

—Feature writer Mark Burns in the June Globe & Mail Montreal Magazine, spotted by Luis R. Ramos of the Delaware State College Jason Library, Dover. Ramos, too, was puzzled.

"Move the [KGB] agency to modest offices in Moscow's suburbs. Turn its forbidding headquarters at Dzerzhinsky Square into a library."

—Time magazine's June 12 paraphrase of Deputy Uri Vlasov's remarks to a cheering Soviet Congress of People's Deputies.

"There's no profit in preserving memory, in maintaining archives. There never has been, nor will there ever be, profit realized in running a library."

ALA President and federal librarian Patricia Wilson Berger, as quoted in the Winter 1989 FLICC Newsletter of the Federal Library and Information Center Committee. In an interview, Berger was warning that privatization of federal libraries will lead to dismantling of the corporate or institutional memory.

"It's a signal that in the 1990s, the life-support agencies will have [funding] priority over the life-enhancement agencies."

—New York City Parks and Recreation Commissioner Henry J. Stern commenting on priorities in the Mayor's budget, with severe cuts to libraries and parks. In the New York Times, May 19.

University of North Carolina/Chapel Hill library science library.

In addition to keyword, phrase, and subject searches, Boolean operators, range searches, and nested searches will also be possible. Casual and novice searchers will benefit from a menu-driven interface. EPIC will be accessible via dial-access and dedicated-line terminals.

—T.G.

D.C. violent crime enters public library

Washington's highly publicized violent crime and drug problems have reached the District of Columbia Public Library. "We have some security problems at branches," Assistant Director Brenda Vy Johnson told AL. "We know that in some branches drug dealers are using telephones and restrooms to conduct their deals."

Two young men burst into the Mt. Pleasant branch on May 3 with eight to 10 others in pursuit. The two ran behind the circulation desk to use library staff as human shields. At least one of the pursuing youths was armed with a knife. Anticipating the arrival of police, the pursuers fled.

Police said the chase was the result of a conflict over drugs. There were no injuries or arrests, branch librarian Maria Niño told AL, although several juveniles were questioned and released. "[The staff] feels a bit insecure and vulnerable," said Niño, who added that security guards have been detailed to the branch during evening hours.

"Staff morale and programs are up," said Washington Highlands branch librarian Maria Brooks, since the library's Friends group successfully petitioned District government for a full-time security guard. Washington Highlands had been the scene of a number of incidents involving gang disputes and drug deals. Brooks told AL she and her staff have had to learn to distinguish between gangs in order to seat them separately. They have also had a public telephone removed because drug dealers would get a signal on their telephone "beeper," then go to the phone to arrange a sale.

Brooks described one incident in which a group of youths she expelled for unruly and threatening behavior returned several hours later. She was able to lock the door just as they arrived. As the youths shouted threats through the door, patrons and staff escaped through a rear exit.

DCPL administrator Johnson is candid: "The violence is a problem we acknowledge, but we still successfully provide services people need. Use per capita is at a 17-year high." -T.G.

I.M. Pei & woman-owned firm chosen as SFPL architects

San Francisco's Chief Administrative Officer Rudolf Nothenberg announced June 15 the selection of I.M. Pei & Partners in association with Simon, Martin-Vegue, Winkelstein, Moris as the architectural combination to design the city's much-heralded new Main Library (AL, Oct., p. 753). SMWM is a local, woman-owned firm.

After a lengthy process in which a Technical Advisory Committee narrowed the original list of 20 contenders to five, a 15-member Selection Advisory Committee then ranked the five and resumed the interviewing process until it emerged with the top choice.

The two firms collectively have designed over 20 libraries, including I.M. Pei & Partners' John F. Kennedy Library and Simon, Martin-Vegue's Fremont, Calif., Main Library. According to an SFPL spokesperson, this will be the biggest project ever designed by a woman-owned firm.

James Ingo Freed, Pei's principal architect on the library project, articulated his firm's design philosophy before the Selection Advisory Committee: "I believe this will be the struggle—to make a building that is comfortable with history but is not of history—a building that must seem to have been designed for its position and content from the beginning...."

The new \$109.5-million library will be built on the final remaining parcel of open space in the city's Beaux-Arts-style Civic Center. A campaign committee now being formed will raise an estimated \$20-\$25 million from private sources to support furnishings, a state-of-the-art computer system, and other equipment for the interior. Groundbreaking is planned for 1991 with a 1995 completion anticipated.

—Е. МсС.

Management changes to make OCLC "more responsive"

"You get a new CEO, you get reorganized," said OCLC's K. Wayne Smith, announcing senior management changes in late May. Calling reorganization a "predictable event in the life of an organization," he added that no organizational structure can replace "good people, thoughtful plans, clear priorities," and a host of other factors that influence organizational suc-

With the intent "to make OCLC more responsive to users needs" and to simplify lines of communication, Smith announced the following assignments:

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 John Shary, VP finance and treasurer,
 David Lighthill, VP corporate counsel,
 and secretary, and Donald Trotier, VP administrative services and production operations, will continue in their current posts.

-T.G

Headhunting L.A.-style

Wanted: Two top lib. bananas; fiscal, admin. genius req'd.

Los Angeles-area library decisionmakers are still regrouping after hearing that the area's two top library administrators are stepping down from their posts.

June 1 Los Angeles City Librarian Wyman Jones announced plans to retire early in 1990. His bombshell followed hard on the heels of Linda Crismond's May notice that she would step down as Los Angeles County librarian to head ALA (see p. 622).

The day of Jones' announcement, Ron Lushing, president of the city's Board of Library Commissioners, handed in his notice, too.

According to Robert Reagan, LAPL public information officer, never before have both top public librarian slots in the Los Angeles area been open simultaneously.

Together, the city and county systems comprise some 154 branches and employ 1,800 professional and support staff.

In a prepared statement to city officials and LAPL staff, Jones expressed a "sense of satisfaction and fulfillment and closure." Jones told AL of his pride in helping "button down" some \$250 million in capital improvement funds and in expanding a library Friends network to 50 groups. Describing LAPL as a system with an "expensive centerpiece" research facility, he spoke of encouraging branches to develop "collections more precisely fashioned to community needs."

Crismond's nine-year tenure at LACoPL ended Aug. 1, when Chief Deputy County Librarian Sandra Reuben became acting county librarian. Crismond described her focus at LACoPL as "rebuilding and strengthening services" in the wake of Proposition 13. She sees LACoPL's strength as being "a collective whole" of accessible community libraries specializing in popular titles, and proudly cites a 1988 track record of 12 million items circulated and 13 million questions answered.



DESIGN IDEAS FROM THE LIBRARY'S ORIGINAL CARNEGIE BUILDING have been incorporated into the 87,000-sq.-ft. addition to the Public Library of Charlotte & Mecklenburg County, N.C. The \$11 million project also involved complete renovation of the existing structure and construction of a 2,534-sq.-ft. front arcade. Some 10,000 people attended the June 18 grand opening.

Gearing up

Recruitment wheels are turning to launch national searches for successors, though LAPL's needed more oiling as AL went to press.

Until the city's library board and civil service department resolve internal differences over what credentials the new city librarian must have, the board has delayed launching a national search. One tentative qualification under dispute requires candidates to have been either assistant director or head of a public library serving at least 400,000 residents. According to an announcement circulated at ALA Dallas, the job will pay \$81,328-\$122,002.

Whatever officials decide, one candidate they will likely evaluate is assistant city librarian Thomas E. Alford, who told *AL* he "is seriously considering" applying for the post.

Korn/Ferry, the executive search firm that recruited Crismond away from Los Angeles County, has been retained to seek a new county librarian. The advertised salary is \$66,795-\$100,193 (see p. 675).

Friendly advice

When asked what challenges awaited their successors, both library heads emphasized the complexity of serving an expanding and ever-more-diverse metropolitan population. "Diversity is a budget line in itself," Jones said, alluding to the eternal budget battles in the Land of Prop. 13.

Also high on Crismond's list for her successor is completing the installation of an automated circulation system. Between them, Crismond and Jones also bequeath some 46 capital improvement projects to L.A.'s new top public library bananas.

-B.G.

At eleventh hour, OVAL averts budget cuts

For the second time in two years, Ohio Valley Area Libraries' staffers have rallied support to save their consortium from the state budget-makers' ax.

OVAL's 11 member libraries serve 4,000 square miles of rural Appalachian Ohio and, by its own account, spend some \$750,000 locally.

Director Eric Anderson got the word from State Librarian Richard Cheski in late May that the state senate's Finance Committee was eliminating OVAL's 1989–91 budget line. Why? Senate staffers in search of monies for another project thought OVAL was fair game since it had been on the budgetary chopping block in 1987.

As they had in 1987, OVAL trustees, patrons, and staffers immediately began inundating legislators with testimonies to the system's indispensability. A Conference Committee from both state houses reinstated funding to 1988 levels in late June. Ohio's fiscal year begins July 1.

Also saved were the state's blind and handicapped services provided by Cincinnati and Cleveland PLs. —*B.G.* □

action exchange:

Emily Melton, editor

Breaking in books; centralized selection

Do technical services librarians still "break in" (or systematically open) new books as part of the processing procedure? Is such a procedure cost effective? Barbara S. Ponce, Library Director, Pinellas Park Public Library, 7700 52nd St. North, Pinellas Park, FL 34665 (AL, Jan., p. 30).

A. For help with this inquiry, JoAnn King, program officer for ALA's Resources and Technical Services Division, contacted Sandy Nyberg, field service officer for the Preservation Office of SOLINET, who stated that "breaking in" new books is not an officially recommended or necessary procedure. Ms. Nyberg noted that it can sometimes be damaging to a book and would, therefore, not be cost-effective.

Added A's to Previous Q's

 Cumberland County Public Library and Information Center uses centralized book selection (AL, Dec. 1988, p. 957). Two individuals perform the bulk of the book selection for the entire system, which has a book budget of \$550,000. The head of the system headquarters library selects new materials for the adult circulating collection housed at headquarters. The head of extension services orders all books for our six branches and the bookmobile, including adult and children's materials in both the circulating and reference categories. The only materials our two primary selectors do not routinely order are children's books and reference materials for the system headquarters library. These items are chosen by the appropriate staff members at that library.

When we began using the centralized selection process, we eliminated both our selection committee and our rented books. We felt that centralized selection would allow us to get the materials on the shelf faster than using rentals or a committee, and this has proved true. While the two individuals who do our selecting encourage suggestions from the rest of the staff, they know our collections and our community so well that they can almost always accurately predict which books we should order and how many copies we should purchase.

We feel that this system has resulted in a high quality collection that meets the needs of our users in the community. Hansel, Assistant Director, Cumberland County Public Library and Information Center, 300 Maiden Lane, Fayetteville, NC 28301.

 I am responding to the inquiry about software programs for organizing personal reprint files (AL, Jan., p. 30). I have a filing cabinet full of vendor information, catalogs, spec sheets, price lists, and other material. I have developed a HyperCard stack to help me keep track of and locate information I have filed.

My stack, which I would be happy to send to any "Action Exchange" reader, is part of an overall information system that I developed and am currently using. I purchased a numbering machine so that I can give each document a serial number when I acquire it. The serial numbers are synchronized with my stack. After assigning a serial number to each document, I use the list maintained by the system to select a folder or binder to receive the document. I always have the option of adding new folders to the list if I wish to do so. The next step is to type in the document's title and a short abstract or list of keywords.

The system also features repeat searching and a full-text companion stack for any documents I have received and stored on disk. The information is fully searchable and contains many automatic features to help maintain good organization. If you are interested in obtaining a copy of this stack, send me a blank Macintosh diskette and a self-addressed, stamped envelope. Peter Jorgensen, 16 Montgomery St., Hamilton, NY 13346

 In response to the question on martial arts materials (AL, Dec., p. 957), the Seattle Public Library purchases such items from O'Hara Publications, Inc. (1813 Victory Place, Burbank, CA 91504), one of the largest U.S. publishers in the area of martial arts and one of the best sources our library has found for comprehensive, moderately priced books on this subject. The company has a toll-free telephone number, 800-423-2874, for inquiring about prices or for placing orders.

Some recent titles from O'Hara which our users frequently request are Ninja: The Invisible Assassins, by Andrew Adams; any of the Ninja titles by Stephen K. Hayes (published as the Japanese Arts Series); any title by Bruce Lee; and any title by Bruce Education Department, Seattle Public Library, 1000 Fourth Ave., Seattle, WA 98104.

Over to You

- I. Does any librarian know of a source for quotes by famous African-Americans about the importance of libraries in their lives? (N.J.)
- 2. How do libraries search for the title Chilton's Repair & Tune-up Guides in a circulation system where the title search key only allows a search of the first five words and where the ampersand is not a stopword? Has any library solved this problem specifically for the Sirsi Unicorn System? (Fla.)
- 3. Does any college or university library actually use a formula for allocating monograph and/or serial budgets by academic department? I have found references in the literature to formula budgeting, but I have yet to encounter a library that makes use of such a formula. I am interested in the actual components of the formula and weight given to each component.
- 4. What libraries keep track of who ordered a particular book? How is this information recorded? Do you use a shelflist card? Have you entered the information in an automated system or database? How do you use the information? To what extent do library privacy acts protect the identity of book selectors? (Mich.)
- 5. What college libraries have policies regarding the availability of college yearbooks and/or college newspapers to persons who are not members of the college community? If you permit access to these materials, where do you shelve the yearbooks and newspapers? Are policies set by the library or by the college administration?

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's & A's become Amercian Libraries' property and may be edited. Please include your name, address, and position. Write to Emily Melton, c/o American Libraries ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

Keep ads out of books

Paid advertisements in a new line of commissioned books will undermine our freest vehicle of expression

by Murray L. Bob

Thittle Communications recently caused a stir with its proposal to bring commercial television into the classroom—as if kids don't watch enough TV at home! Now Whittle has a new target for exploitation. Its latest venture is books that include advertising.

The company intends to pay several big-name authors \$60,000 each to write 100-page hardcover books on timely topics. The books will contain ads throughout and be distributed free to 150,000 "opinion leaders"—just the sort of folks who can't afford to buy books. The company expects eventually to sell the books in stores.

Those of us who grew up thinking of the book as somehow sacred are appalled. Now that books have been used for discreet payoffs by the Speaker of the House and the House Minority Whip, one can't help wondering if bookmaking hasn't suddenly become the exclusive province of bookies.

It may just be a question of what one considers a book. The exudations of Messrs. Wright and Gingrich barely qualify on several scores. And given their 100-page limit, it is hard to resist referring to Whittle's proposed tomes as "half-whits." Unfortunately, not everyone will make such fine distinctions.

Pressure on writers

Whittle's idea raises a number of questions that should be of concern to all book lovers: Will the advertisers try to influence content and style? Will advertising become the chief source of revenue—unlike the present arrangement whereby the reader is king—and affect what is written and how it is written? Self-censorship and pre-censorship on the grounds of *possible* advertisers' reactions are hardly unknown in the mass media.

Video and audio media are notoriously subject to, indeed shaped and reshaped by, advertising pressure. Pressure groups influence advertisers, who influence agencies, who influence networks and/or stations, who influence producers, who influence writers.

Most general magazines carry advertising and seem relatively unpressured. But periodicals, containing a large number of essays on a wide variety of topics, may be better able to defuse, deflect, and resist interference than single-author, single-subject books, subsidized by advertisers. Moreover, the ominous spread in magazines of deceptive "advertorials"—matter in

which text and ad are virtually indistinguishable—makes one less sanguine about the prospect of letting advertising jam a foothold in book publishing.

Tampering with ideals

Authors, perhaps romantically, have hitherto been regarded as "free lances." Will they become "hired guns" instead, working for sponsors? Won't their reputation for independence and thus their credibility suffer as a result? One may say that's *their* problem. But it isn't *only* their problem. The book, where it is still honorably and independently written, published, and distributed, is the freest vehicle of expression we have—which is why we abhor attempts to bowdlerize it.

Most books are, fortunately, not like the mass media—yet. This is partly a matter of tradition. The history of Western culture is replete with glorious examples of men and women who resisted censorship and suffered imprisonment and other egregious penalties for expressing their ideas in books. Precisely because of their independence from commercial pressures,

Murray L. Bob is director of the Chautauqua-Cattaraugus Library System and of the James Library Association in Jamestown, N.Y. He won the Public Library Association's Allie Beth Martin Award in 1982 and served as a judge for the American Book Awards in 1983. books make their unique contribution to our civilization: comprehensive, thoughtful, careful, balanced, and unhurried weighing of ideas, free of astriction.

It seems a shame to take a chance on compromising the book in order to make a buck. Ideas are not like other commodities. They are vital to the functioning of a democracy in a way shaving cream is not. And the recipe for keeping ideas vital, yeasty, controversial, and independent shouldn't be as lightly tampered with as shaving cream formulas.

You call this progress?

It is difficult to see anything progressive about Whittle's gimmick, unless *any* additional way to make money represents progress. Some contend that ads may reduce the cost of the books. A laudable aim, but surely of less consequence than maintaining their integrity. It remains to be seen whether half-whits will be all that cheap. Since it will cost something to advertise in a little whittle, companies will certainly pass that cost on to consumers.

There are other ways to restrain book prices. Whatever the publishing industry and regular retailers may say about remaindering, it represents an important way for the public to buy books for less. Whatever publishers say, they do work ever more closely with remainder houses. As for regular retailers, discounting is not exactly unknown, even to them. Paperback originals, such as Saul Bellow's latest book, constitute yet another check on book prices. And if the idea is to get books to people, how about more money for library book budgets?

Ads in books are not a new idea. They have been tried several times before—and have failed. In this case, at least, there are some of us who hope that history will repeat itself.



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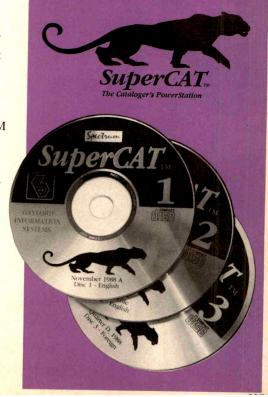
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Mislabeled marchers

THE LIBRARIAN'S CREDO IS TO provide balanced, unambiguous information on both sides of controversial issues. *AL* fell down on the job on page 394 of the May issue. It featured a photo with the caption beginning "ALAers march for women's rights," followed by "... a number of other librarians also participated as part of other groups."

The fact is, the marchers featured were not demonstrating for the full spectrum of women's rights, but only for one: abortion. A more accurate caption should have been "ALAers march for abortion." The "... other librarians... part of other groups" were demonstrating against abortion.

An issue for demonstrators that day was the upcoming U.S. Supreme Court review of the Webster case, which many believe could overturn Roe v. Wade.

For indexers, the proper subject heading for this item is not the broad term "women's rights," but rather the more specific term "abortion."

CARITA M. CULMER, ALA member, Phoenix, Ariz.

I WAS PLEASED TO SEE YOUR PHOto and caption about ALA members marching for women's rights. I am pro-abortion and would like to think that most of my profession shares my view. But why is it that both picture and caption carefully avoided the main issue which brought the marchers to Washington in the first place?

Why shy away from using the word "abortion?" It is a valid medical procedure. It is also completely legal in the United States.

Censorship right inside our own journal is hardly fair to the library profession.

GAY BAINES, ALA member, Buffalo and Erie County (N.Y.) Public Library

I READ THE ACCOUNT OF "ALAERS March for Women's Rights" with utter amazement. I find it hard to believe that *American Libraries*, "the official news medium of the American Library Association," would describe a march of "thousands of supporters of abortion rights" (N.Y. Times, April 10, 1989, p. 1), solely as a demonstration for "Women's Equality/Women's Lives"

without even a mention of the word abortion. The *Times* itself headlined its account, "Right to Abortion Draws Thousands to Capital Rally—Protest Aimed at Court." Although the march was originally organized to demonstrate on behalf of women's issues, the organizers changed its focus to defending the right to abortion when the Supreme Court agreed to hear a case that might affect the *Roe v. Wade* decision.

To have obscured the march's primary purpose is irresponsible journalism, made all the more reprehensible since ALA supports "efforts to help inform and educate the people of the United States on [critical problems of society] and to encourage them to examine the many views on and the facts regarding each problem" (ALA Policy Manual, Section One, 1.1).

Equally troubling is ALA's apparent official representation at the march. Who authorized the use of the ALA banner? Were any of the organization's funds used to support attendance? Certainly the participants had every right to march as private citizens, but they did not represent me nor, I am sure, a number of other members of the organization.

Is ALA's support of Equal Rights Amendment legislation an endorsement of the right to abortion, or has the organization adopted some other pro-abortion resolution of which I am not aware?

C. DANIAL ELLIOTT, ALA member, St. Charles Borromeo Seminary, Philadelphia, Pa.

Gail P. Warner, chair, ALA Committee on the Status of Women in Librarianship, responds:

A resolution passed by ALA Council at the 1989 Midwinter Meeting authorized members of the Committee on the Status of Women in Librarianship to organize an ALA delegation.

ALA did not subsidize the participants' travel or lodging, and the ALA banner carried by the marchers was the same banner used by ALA representatives during several ERA marches.

The focus of the march was "Women's Equality/Women's Lives." Although the media chose to focus on the abortion issue, the overall march was also seen as a reaffirmation of women's rights in general. ALA has shown strong support of women's rights over the past 20 years, with stands on the ERA, equal employment opportunity, affirmative action, and pay equity.

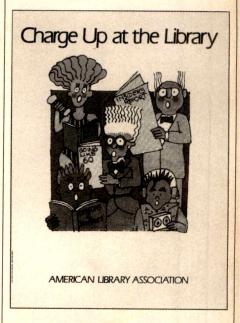
Although ALA has not taken a stand on abortion rights per se, the organization has

gone on record supporting implementation of the 1977 Women's Conference Plan of Action, which included an abortion rights plank. Council has also passed a resolution instructing the ALA Washington Office to oppose any legislation which would restrict the dissemination of information on abortion. This spring the ALA Executive Board voted to participate in the Freedom to Read Foundation's Amicus brief in the Webster vs. Reproductive Health Services case. The brief focuses on the freedom of information issues connected with reproductive rights.

While the emergence of *Webster* did change the focus of NOW's march to a certain extent, the theme was "Women's Equality/Women's Lives," which embraces a far wider range of issues than just reproductive rights.

Peeved at poster

LAST YEAR THERE WERE NOT ANY really great posters for my high school library, which does not have library cards, to use during National Library Week or National School Library Media Month. I purchased the one ALA poster that was applicable to our situation, "Charge Up at the Library," depicting several people getting a charge out of reading.



"Not the type of image we want to portray...."

My school is a private, all-girl, college-prep school. Our students are very concerned about the image of women in society. One of the students came to me asking to have that poster removed, since she found it to be offensive. She told me, "That is not the type of image we want to portray here at Mary I," referring to the stereotypes of a man reading the *Insider's Report* and a woman reading *Lose Fat Fast*.

My response was that I was not pleased with the selection of posters available for that year. I tried to explain that this poster was the only one which fit our situation, since we do not have library cards. I also explained that, even though I was not fond of the poster, it was the only one we had with the theme, and it would remain posted in the library for the duration of National School Library Media Month. Librarians do have to stand for freedom of the press. Posters also have a right to combat censorship!

I did confess to her that it is very strange that a profession that is largely dominated by women, very concerned with women's rights, and adamantly opposed to stereotypes, would have produced such a poster. How about it?

NINA WALSH, ALA member, Mary Institute library, St. Louis, Mo.

An architect's apologia

AS AN ARCHITECT WHO OCCAsionally reads your magazine, I found "The Seven Deadly Sins of Architects" (April, p. 307+) extremely entertaining. "Eric Rockwell" has touched on some very important points. I feel that an assessment of one's faults is required for that person to overcome those shortcomings and continue in a positive direction of one's life or one's profession.

I am saddened to find that after 17 years of experience in the furniture-supply business, Rockwell's views of our profession and our professional relationships with our clients are so dim. As human beings first, we are all capable of committing sins of pride, arrogance, ignorance, near-sightedness, wastefulness, procrastination and sloth; however, Rockwell seems to speak as a bitter spouse whose marriage has gone bad.

Many variables are involved in the planning/designing of a structure of any type, and as in many misunderstandings, the responsibilities of the issues are rarely or solely one person's or one's profession's fault. Unrealistic budgets, hectic schedules, everchanging building codes, unorganized building committees, and clients who know what they don't want but not what they do want, are all scenarios that contribute to a less than favorable relationship. Sometimes it's simply that the chemistry required for such an important task just is not there.

It is important to stress to Rockwell that some people maintain a favorable perception of the client/architect relationship. I am optimistic that the generalizations that he suggests are just that. For a great many architects, service and overall client satisfaction are of utmost importance. Some architects actually look forward to the challenging task of satisfying a broad base of client types, and

many more look forward to combining the individual expertise and knowledge of all the involved parties into a "team effort" that results in a structure that all can be proud of.

It is important to insist that these professionals do exist. Every client deserves their services.

TOM NEMITZ, Grand Rapids, Mich.

Viva "Values"

I WOULD LIKE TO COMMENT ON Lee W. Finks' excellent article, "Values Without Shame" (April, p. 352–355).

In today's all-too-hectic world, both professionally and personally, the "rival" values of bureaucracy, anti-intellectualism, and nihilism can easily begin to take us over, affecting not only our interactions with others but our basic feelings about ourselves and our work.

One can only hope that any library professional who reads Finks' article will be inspired to reflect back to the "values spread on an occasional essay question or term paper" and reapply those values to his or her place in the profession today.

I applaud Finks' message and his salute to the idealism that should in some ways motivate us all. As stated in the article, "We must always remember that values correlate with more than good intentions and high-minded slogans." We must strive to prove this statement true not only with those we serve, but with those we serve with.

JANIS M. LEE, ALA member, Delaware County Library System, Media, Pa.

Hostile over "hinterlands"

YOUR COVERAGE OF THE LSCA reauthorization hearing in Kalispell, Mont., (May, p. 383) left much to be desired. Besides the information, which was sketchy at best, and the poor-quality photograph, the reference to "the hinterlands" indicates an insensitivity, albeit perhaps an unconscious one. "Hinterlands" connotes negative images—i.e., "the boondocks," "hicksville," and other such pejorative terms.

Since the Kalispell hearing was the only such oversight hearing outside our nation's capital, I think you might have done a bit more digging to add some depth to your coverage. Without it, your reporting appears as uninterested as your seeming dismissal of the event. For those interested, the witnesses appearing before Reps. Williams and Unsoeld were: Mary Hudspeth (chair, Montana State Library Commission), Georgia Lomax (Flathead County Library, and Montana Library Association President), Joe MacDonald (president, Salish Kootenai College, Pablo, Mont.), Amy Owen (Utah State Librarian), Phyllis Honka (president, Helena chapter of the Montana Association for the Blind), and Richard Miller (Montana State Librarian).

Written testimony was also submitted by John Hartong (Kootenai County Library, Coeur d'Alene, Idaho) and by Deborah Schlesinger (Lewis & Clark Library, Helena, Mont., and Montana Library Association Legislative Chair). If anyone would like copies of the witnesses' testimony, they can contact me.

RICHARD T. MILLER JR., ALA member, Montana State Library, Helena

AL regrets the omissions. — Ed.

Gale warnings

APPARENTLY ALA'S SIGNAL IS: IF you publish hard-to-resist reference books at very high prices and sponsor "free" buses for those who can afford to attend ALA Conferences, you will be rewarded with an ALA honorary membership.

I thought ALA was here to promote and protect libraries' and librarians' interests. In these days of signal sending, what kind of signal is ALA giving publishers for the library market when it confers ALA's highest honor, honorary membership, on Frederick G. Ruffner, the former president of Gale Research Company? Gale has been noted for its extraordinarily high prices.

Gale must have been extremely profitable, it was sold a few years ago, for \$60 million. That's a pretty good sum for a firm that sells mostly to libraries. To give some perspective to the \$60 million, Holt, a general trade publisher, was sold for \$8 million.

In our free enterprise system I can have no objection to Gale maximizing its profits by selling books to libraries willing to pay high prices, but I don't think the person responsible for Gale's conduct should be rewarded by ALA.

MARVIN H. SCILKEN, ALA member, Orange (N.J.) Public Library

"Good guys" in pious guise

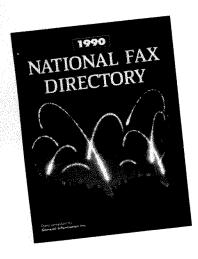
AL'S DEFENSE OF SALMAN RUSHdie's book (April, p. 227, 288+) is exactly what one would expect. The often hysterical, always pious defenses of such books in the media under the guise of protecting freedom of expression would be more heartening were they not so selective, self-serving, and selfrighteous.

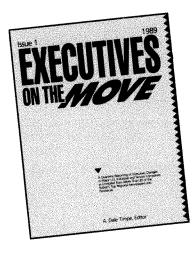
The "good guys"—ALA, ACLU, NEA, NOW, etc.—proudly stand up for freedom of expression for the Rushdies and such. But let's face it: With the help of the "good guys," extreme feminists and homosexuals have removed far more books from libraries than all religious groups combined!

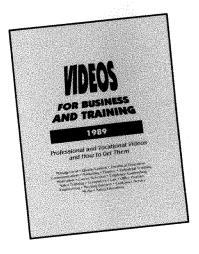
It is time the "good guys" honestly admit what they're doing. Thought control! Freedom of the press means only what *THEY* say! *NO* objections allowed!

VIRGIL F. MASSMAN, ALA member, St. Paul, Minn.

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A hot-air balloon at ALA's All-Conference Reception June 24 served as metaphor for the major business of the Dallas meeting: the "Operating Agreement" between the Association and its divisions. For years, planners have been trying to work out an agreement that will fly, and at

ALA's 108th Annual Conference, June 24-29, in Dallas

ALOFT AT LAST!

"Operating Agreement" gets off the ground as ALA and its divisions reach compromise

EVEN FOR MEMBERS WHO don't care a Texas chile bean about ALA's "internal" business, the compromise "Operating Agreement" approved by Council June 29 during ALA's Annual Conference is big news. It is big because at last the Association's leaders can divert some energy from house affairs to the activities that most librarians do care about.

What is the Operating Agreement? The official name is "Policies of the American Library Association in Relation to its Membership Divisions." The 1989 version replaces a 1982 agreement that proved unsatisfactory in dividing up ALA's costs and resources among its offices (e.g., Office for Intellectual Freedom) and membership divisions (e.g., the Public Library Association).

Those resources and costs have become rather substantial: Dallas drew 17,592 registrants to an Association that will break the 50,000-member mark this year—and crack the \$30 million budget ceiling in FY 90. The dilemma plaguing ALA leaders over the years has been how to balance a strong central program with the specialized programs of the divisions, which require certain support services. A major consideration: Some 65% of ALA members belong to divisions.

Scores of Association members and staff* have devoted untold hours to designing what would be a synergistic rather than

competitive relationship among ALA units. Knowing that perfection was unattainable, Council approved a sort of pilot operating program in 1982, and a supposedly finer-tuned agreement at this conference. The agreement reflects the interrelationship of ALA and its membership divisions, and provides formulas for financial support and charges. Although, at Council, several members proclaimed themselves "ALA members first, division members second," ALA will first pay some 79% of the divisions' basic indirect costs (rent, etc.) under the approved agreement. One late sticking point in Dallas was the timing of the overhead rate to be charged divisions on revenues from their educational events. A phase-in to 100% by 1994 proved acceptable.

The new agreement (to be published in the 1989–90 ALA Handbook of Organization, or available as Council Documents 61 and 61.1 on request to the ALA Council Secretariat at Headquarters) is a 20-page document steeped in history, arrived at by

*In its report to Executive Board, the Committee on Program Evaluation and Support (COPES) singled out those below for their dedicated labor on the Operating Agreement: Joe Boisse, Karen Whitney, Vivian Wynn, Ron Dubberly, Agnes Griffen, Joanne Harrar, Carla Stoffle, Roger Parent, division leaders, and ALA Fiscal Services Staff.

blood, sweat, concession, and dispute, and loaded with awesome fiscal implications. Before Council's vote, President F. William Summers said, "No one wins or loses [by this agreement]. We must seek together and prosper together. We can't have strong and weak components of ALA." And when the Council approved the document, people cheered, as if to say: "Now let's get on to other matters!"

Other matters

With input from Executive Board and Membership, the Council took other actions on issues of broad concern: a program to encourage state library associations and agencies to set minimum-salary standards for librarians; condemnations of suppression and human rights violations in China, Iran, and Grenada; support for legislation enabling endangered Chinese students to remain in the U.S.; encouragement of legislation to reauthorize the Library Services and Construction Act and to increase its funding; a call for a full \$6 million funding for the White House Conference; and, believe it or not, a commendation of the Office of Management and Budget for its enlightened position on access to government information.

Council addressed several other items (see boxed report), but its three sessions constituted just one aspect of the 2,000-







the 1989 Conference they finally got something off the ground—but only about as far off as this balloon, which stood tall for a few moments after several tries. World Book and the Local Arrangements Committee hosted the party.

plus meetings and 1,000-plus exhibits that make for an ALA Conference. Among other highlights, Tom Wicker groused against censorship, the California Raisins danced for libraries, Patricia Wilson Berger took office as ALA President, and thousands of conferees were updated in technology, tech services, and service to special clientele. Reporting below (and providing the pictorial coverage) are AL staffers Leonard Kniffel, Gordon Flagg, Tom Gaughan, and—filing his last conference report as AL editor, Art Plotnik. —A.P.

Wicker's cautionary keynote at Opening General Session

In an extraordinary year that saw librarians battling the FBI and reacting staunchly

and immediately to the Rushdie affair, ALA also honored the 20th anniversary of the Freedom to Read Foundation. The air of justifiable pride that filled the Convention Center Arena at the Opening General Session offered just the right environment for *New York Times*man Tom Wicker's cautionary, contrapuntal keynote address.

Acknowledging some trepidation at addressing several thousand sophisticated librarians on First Amendment issues, Wicker raced through remarks that forced librarians to confront the complexities of those issues. Discussing a New York City law limiting the loudness of Central Park rock concerts, he asked if limiting musicians' volume might not limit their freedom of expression. Expressing his belief that it did, he also expressed his relief that the law would safeguard his sleep on concert nights. "Defense of free expression is

seldom easy," said Wicker, "even in the U.S."

Would anyone question the right of a wealthy person to sponsor an art exhibit that some might consider obscene? he asked, referring to a cancelled Robert Mapplethorpe exhibit that was partially funded by tax dollars. Does a taxpayer have the right to object to his or her taxes supporting such an exhibit?

"[We will] seldom go wrong," he concluded, "if we put our trust in diversity of ideas, and our faith in the ability of people to hear what is important."

Federico Mayor, director general of the United Nations Educational, Scientific, and Cultural Organization (UNESCO), used the conference theme, "Commitments—Investing in Our Shared Future," as a motif in his address. Ardently courting U.S. reinvolement in UNESCO, Mayor







(Left) Opera fan Tom Galvin, outgoing ALA executive director, displays a "going away" gift— CD player and CDs—presented by President Bill Summers. Keynote speaker Tom Wicker greets UNESCO's Federico Mayor (center) and ALA's Judy Krug (right).

Annual Conference report

knew that ALA opposed the 1984 U.S. withdrawal (see Council Actions box), and knew he had a supportive audience for his proclamation of 1990 as International Literacy Year.

He pledged a coordinated attack on the illiteracy plaguing one billion people in the world, asked for support from the profession, and invited IFLA attendees to "open house" at UNESCO's Paris headquarters.

Voicing his concern for human rights in China in the aftermath of the demonstrations, Mayor urged clemency, proclaiming it "never a wrong decision."

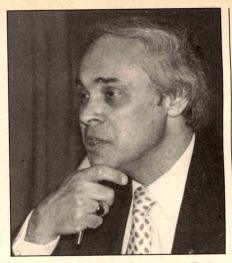
All-Presidents' Program

"Too much of a good thing is simply wonderful!"

With some 2,000 meetings and programs, the first-ever All-Presidents' Program, jointly sponsored by ALA President F. William Summers and ALA division presidents, was a welcome consolidation.

"Information Access, The Fifth Freedom" brought together five prominent speakers: Nobel laureate Arno Penzias; Gordon Ambach, executive director of the Council of Chief State School Officers;





Daniel J. Bradbury, left, finished his term as chair of COPES (Committee on Program Evaluation and Support) with a flourish: He saw through the completion of the new Operating Agreement, eight years in the making... and Ernest A. DiMattia, Jr., greeted the 1989-90 Executive Board as new chair of the powerful COPES budgeting and planning arm of Council.

and librarians Toni Carbo Bearman, Wayne Wiegand, and Nancy Kranich.

Leadoff speaker Wayne Wiegand, a University of Wisconsin library historian, traced the evolution of the concept of freedom of access from colonial times to the present, emphasizing shifting definitions in a changing culture. Penzias, author of *Ideas and Information: Managing in a High-Tech World*, marvelled at the "staggering number" of librarians gathered in Dallas—a testament to the significance of information. Penzias' agile mind leaped from access issues to new technologies such as powerful portable computers: "Every piece of information I

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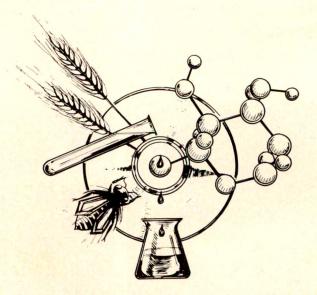
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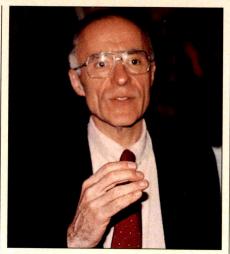
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Gordon Ambach attributed his conversion to the cause of information literacy to ALA member Patricia Breivik and stated that "the longstanding agenda of librarians is becoming the agenda of school reform."

Toni Carbo Bearman, University of Pittsburgh library school dean, focused on the ethics of information in society. Referring to the speakers preceding her, and to the sheer size of the All-Presidents' Program, she delighted the audience by quoting Mae West: "Too much of a good thing—is simply wonderful!"

NYU Director of Public and Administrative Services Nancy Kranich exhorted listeners with a laundry list of actions librarians need to take to insure and develop freedom of access.



Nobel laureate Arno Penzias found the "staggering" number of librarians in Dallas a testament to information.

gress." He also advised that very few people on the streets are dangerous, and deinstitutionalization has little to do with the problem. "The homeless have every right to be in the library. Do whatever you gotta do to get those people inside—do it," he urged.

Ironically, the reception for Snyder sponsored by EBSCO Subscription Services had apparently been set up for a much larger audience than the roughly 400 in attendance. The featured speaker stood clear of the lavish buffet tables. Thomas Phelps, who introduced Snyder, told *AL* the remaining food was donated to a Dallas soup kitchen.

A silver anniversary celebration for LSCA

The Library Services and Construction Act—federal legislation that transformed libraries across the nation—is 25 years old in 1989. To celebrate, the Association of Specialized and Cooperative Library Agencies invited key figures to gather and reminisce about its passage.

Moderator Ed Holley explained that the previous Library Services Act was reborn in the aftermath of President Kennedy's assassination, with strong support from President Johnson. "It was a heady, exciting period in our national life," Holley observed.

Emerson Greenaway, chair of the ALA Legislation Committee during the early '60s, described a strategy meeting held by library leaders when the act was coming up for renewal. The Department of Education sent over a couple of men to give them some pointers on working the legislative process. During the course of the meeting, though, the group was visited by U.S. Rep. Wilbur Mills, Sen. J. William Fulbright, and Special Assistant to the President Brooks Hays, who all came by to confer with ALA Legislation Committee member-and fellow Arkansan-Bessie Moore. "I wish you could have seen the look on the two men" when they found out how high-reaching the librarians' contacts were, Greenaway laughed.

Moore, a longtime library activist attending her 60th straight ALA Conference, described how she'd used the contacts she'd developed in Arkansas Democratic political circles to get her foot in the door of the White House. Speechwriter Theodore Sorensen had promised that President Kennedy would mention libraries in his 1965 State of the Union address, Moore said, but after the assassination, "things fell apart." When President Johnson deliv-

Continued on page 648

Snyder on the homeless— "hot topic" gets hotter

"I have no interest in information—only the context interests me," Mitch Snyder declared during a Public Library Association program on the homeless in America. Snyder, spokesperson for the Community for Creative Nonviolence, keynoted the "Hot Topics" session, which ended in a shouting match between the speaker and questioners from the audience.

Calling it the "domestic counterpart to the violence we perpetrated in Vietnam," Snyder, a Vietnam veteran, said homelessness is a consequence of a society founded on competition and greed. He also blamed an 80% cut in Federal housing subsidy for the poor in the last eight years: "It's ridiculous to think that the private sector can pick up the difference. If the government stopped building interstate highways, would the private sector pick it up? No, you'd be driving on dirt roads."

Snyder pointed out that the government spends less than \$8 billion annually on low-income housing, while it costs \$46 billion per year to subsidize the rich. "Do you write off your home on your tax returns?" he demanded, "Why the hell don't you think that's a subsidy?"

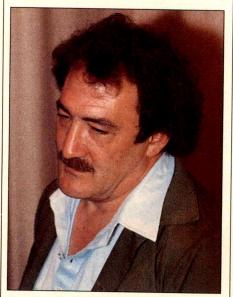
Snyder's book *Homelessness in America:* A Forced March to Nowhere is based on his experiences with self-imposed homelessness. He said no one can possibly understand what a horror it is "unless you've been outside." He indicted the audience for materialism and excess: "Cows in the United States shit more protein than all the people in China consume. If you have more than one pair of shoes or an unused room in your house, you're killing people,"

he said.

Much of Snyder's sermon seemed designed to agitate, and he was impatient with the mundane concerns of audience members. When asked about alternative solutions and library issues, he called one questioner "ignorant," accused another of not listening, and abruptly halted the questioning.

Snyder, who currently lives in a Washington, D.C., shelter with 1,400 formerly homeless people also criticized American assistance to earthquake victims in Armenia: "There are 100,000 people homeless in New York City; where is the state of emergency?"

Asked if he could say something about the relationship of drugs and alcohol to homelessness, Snyder replied, "I could say something about their relationship to Con-



Homeless advocate Mitch Snyder raised consciousness, eyebrows, and hackles.





"Saturday in the park with ALA": All-Conference Reception-goers Jeanette Jacoby and Roberta Conrad (above), Des Plaines (Ill.) PL, shoot the breeze at Dallas's Old City Park, while others queue (above right) for hot dogs and soda pop. A real Texas cowboy dwarfs Sara Behrman (photo right), Fort Vancouver Regional Library, Vancouver, Wash., while ALA executive board members (photo far right) Margaret Chisholm (left) and Lucille Thomas (to her left) share an old-time bank bench with other attendees. Below, new ALA Executive Director Linda Crismond and Dallas PL Director Patrick O'Brien.









LSCA's 25th Anniversary reunited three people who worked for the legislation's passage: John G. Lorenz (left), Emerson Greenaway, and Bessie Moore.

ered his first State of the Nation address, however, libraries were mentioned twice. The presidential acknowledgment came from "following through personal connections," Moore stressed, pointing out that such an approach remains effective today.

John G. Lorenz, director of library programs for the Department of Education in 1956–65, observed that the political climate of the early '60s differed from that of today: the president and Congress were both Democratic, making it far easier to pass legislation. Lorenz told of how Ted Kennedy was presiding over the Senate while LSCA was being discussed on Nov. 22, 1963. As Lorenz watched from the gallery, a messenger approached the senator with the news from Dallas, and all business ceased immediately.

Four days later, Lorenz said, the Senate came back in session, and LSCA was

passed by a 89-7 vote after just a half hour. "It was really a memorial to John Kennedy," Lorenz said. "In a way, all the libraries that have been built since then in all the communities are a memorial to Kennedy."

Unfortunately, the climate changed later in the Johnson administration, as the Vietnam War drew off funds that might have gone to libraries and other social programs. "I've often wondered where we would be today if we had not had the assassination and then Vietnam," Lorenz pondered.

Other panelists were Al Trezza of the Florida State University library school, who discussed the changes to LSCA over the past 25 years; New York State Librarian Joseph Shubert, who focused on recent developments; and ALA Washington Office Director Eileen Cooke.



"What we need in Dallas is a bad taste tour, cause there's so much of it," Molly Ivans joked at a Junior Members Round Table/Membership Committee orientation. The award-winning columnist for the Dallas Times Herald passed along tips for a good time in "Big D," affectionately riddled with barbs that only a native could get away with.

Fred Friendly believes reading can save the republic

During his Conference program, entitled "Ethics in America: Challenges for the Public Librarian," Fred Friendly enthusiastically praised the profession for its stand against the FBI, but he cautioned, "We will fail as a republic if we can't read, can't reason. This country is on the verge."

Friendly commented on the "difference between the right to do and the right thing to do," then played an excerpt from the PBS televison series "Ethics in America," of which he is producer. The clip showed top journalists and commentators debating the issue of student cheating.

In 1936, Fred Friendly landed his first radio job—one which required him to write 250 short biographies a year. Soon thereafter, he began his "love affair with librarians that has lasted for 55 of my 731/2

vears.

Librarians are "custodians of a great national treasure—the right to read," Friendly said, calling the library "a place where curiosity can be disciplined."

Friendly cited a number of specific ethical dilemmas which have faced him over the years. He recalled an instance when in 1965 as president of CBS News he was confronted with a story about American Marines burning a Vietnamese village with Zippo lighters. He decided to run the story, but has not always been sure it was the right thing to do. He called the Washington *Post's* recent decision to run a National Rifle Association ad about the student demonstrations in China "a great error." The *Post* was telling people the "war" in China could be won if the woman in the picture had a pistol.

Following Friendly's talk, which was sponsored by the Public Library Association, Jean Curtis, Detroit PL; Emelie Shroder, Chicago PL; Susan Schmidt, Dallas PL; and Sarah Wohlschlag, Grace A. Dow Memorial Library, Flint (Mich.) raised ethical questions based on their own experiences, leaving the answers for the audience to determine.

Accident victim recovering

Susan D. Rosenzweig, an ALA member attending Annual Conference from North Carolina, was struck Friday, June 22, by a Dallas Area Rapid Transit bus. She was hospitalized in critical condition. As we go to press, Martin Rosenzweig told AL his wife "is doing extremely well. We expect an excellent recovery." The Rosenzweigs are hoping to find witnesses to the accident, which occurred around noon at the intersection of Griffin and Young Streets. Send cards or letters c/o the Center for Early Adolescence, Suite 211, Carr Mill Mall, Carrboro, NC 27510.

South Africa boycott: Selective or total?

In an often-heated meeting, the Social Responsibilities Round Table's International Human Rights Task Force wrestled with the problem of developing a boycott that would isolate the *apartheid* regime while supporting the information needs of the people of South Africa.

Draft guidelines presented at the meeting, based on a document adopted in April by the (U.S.) African Studies Association, noted that the international cultural boycott has recently been modified to exempt

(Conference report cont. on p. 681.)

UPCOMING DEADLINES FOR CLASSIFIEDS: All ads received by Aug. 7 will appear in the September LEADS. Ads received by Sept. 5 will appear in the October LEADS.

Career LEADS

american libraries classified ads

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LATE JOB NOTICES CONTINUED ON PAGE 650.

LATE JOB NOTICES CONTINUED FROM PAGE 649.

CIRC. LN. Directs all circ.-related activities, 80,000-100,000 items annually, utilizing CLSI automated system. Resp.: Reports to the coordinator for public services; handles dept. planning, evaluation, & reports; supervises 2 full-time paraprofs. & students; oversees selection, training, & evaluation of dept. staff. Qual.: ALAaccred. MLS; successful relevant exp. in & commitment to public services; evidence of strong communication skills. Exp. w/online circ. system desirable. Exp. w/children's books desirable. Minimum \$21,000 for 12 mos., TIAA/CREF, excellent fringe benefits. Closing date for appls.: Sept. 15. Starting date: Oct. 1. Send letter of appl., resume, transcripts, & names of 3 current ref. to: Willie Hardin, Dir., Torreyson Lib., Univ. of Central Ark., Conway, AR 72032. UCA is an affirmative-action, equal-opportunity employer.

ASSOC. LAW LN. Report to director of lib. services. Duties: Oversee the dept. head for acq./serials, cataloging, circulation, & ref. Participate in development of computer resource center, micrographic facilities, lib. automation, media services center. Needed: JD & MLS, exp. in management. Send resume to: R. T. Peterson, Dir. of Lib. Services, John Marshall Law School, 315 S. Plymouth Court, Chicago, IL 60604.

TECHNICAL SERVICES/SYSTEMS COORDINATOR for expanding automated pub. lib. serving a pop. of 52,000 located between Boston & Hartford. Resp. incl. supervision of program to make books & other mat'ls. ready for shelves; cataloging & processing; supervision of preparation for & installation of automated systems, incl. software/hardware upgrades & use of automated system in branches. Trains staff in technical services, use of terminals in automated circ. system, & use of public access catalogs. Reqs.: ALA-accred. MLS; 5 yrs.' pub. lib. service incl. 3 yrs.' supervisory exp. in technical services desired; familiarity w/CLSI circ. & public access catalog system desired. Excellent benefits; salary range \$23,306-\$31,423. Apply by Fri., Sept. 1, to: Raymond Benot, Director of Personnel, City of East Providence, 145 Taunton Ave., East Providence, RI 02914.

REF. LN., Butler Univ. Full-time, 12-mo. position available Aug. 15. Must have ALA-accred. master's degree in lib. science; 3 yrs.' related exp. incl. online lit. searching w/Dialog, BRS, & WilsonLine systems; knowledge of CD-ROM databases & strong interpersonal & communication skills. Will provide general ref. service, incl. computerized lit. searches, in main univ. lib. serving social sciences & humanities disciplines. Some evening work req'd. Other duties incl. ref. collection development, training & supervision of student assts., lib. instruction, & preparation of bibliographies. Salary: \$18,000. Send resume & letters of ref. to: Patricia A. Bacon, Personnel Director, Butler U., 4600 Sunset Ave., Indianapolis, IN 46208. EOE, AA.

CHILDREN'S & YOUTH SERVICES, ASST. DEPT. HEAD.
Join a dynamic staff dedicated to continually improving on a tradition of innovative services to children, incl. a youth services section & preschool learning center. Gail Borden Pub. Lib. is a leader in children's services, serving a community of 80,000 in the Fox Valley area 40 miles west of Chicago. Resp.: Assisting in collection

development, planning & coord. of children's services, participation in programming activities & other public services. Reqs.: ALA-accred. MLS w/3 yrs.' relevant & successful exp., creativity, abil. to communicate well & work in a team-oriented environment. Salary: Begins at \$24,600 w/strong benefits package. Procedure: Review of appls. begins Sept. 1, continues until position is filled. Send letter of appl., resume, & 3 ref. to: Marge Schildknecht, Gail Borden Pub. Lib. District, 200 N. Grove Ave., Elgin, IL 60120. EOE.

2 POSITIONS OPEN, LIB. SALES/INFO. REPRESENTATIVES, Simon & Schuster: one for Northeast & New England & one for Southeast. Visit public, acad., special libs. to present product lines, act as publisherlib. info. liaison, product research. Full-time, 50% overnight travel, salary \$30,000, bonus, company car, all expenses, terrific benefits. Unique position in growing dept. Please contact, ASAP: John Chambers, Simon & Schuster Lib. Dept., 15 Columbus Circle, New York, NY 10023; 212-373-8615.

DIRECTOR OF OPERATIONS, Villa College Lib. Resp. for participating in collaborative formulation of public service policies, implementation of public service policies & procedures, & supervision of all Villa College Lib. staff incl. scheduling of fulltime, part-time, & student worker persnl. Accred. MLS, OCLC & Dialog computer exp., supvsy. exp., strong ref. desk background. Full-time, 12-mo. appt. available Aug. 15. Salary range \$19,000-\$20,500. Send letter of appl. & resume to: Director of Personnel, Gammon Univ., University Sq., Erie, PA 16541. AA, EOE.

REF. LN. Full-time, 12-mo. faculty-rank position available Aug. 15. Resp.: ILL & supervision of ref. dept. at a women's college campus; shared weekend & evening prof. coverage. ALA-accred. MLS; OCLC & Dialog training; exp. in acad. lib.; staff supervision exp. Salary range \$16,000-\$18,000. Gannon Univ. is a comprehensive Catholic teaching univ. of 4,500 students. Send letter of appl. & resume to: Director of Personnel, Gannon Univ., University Sq., Erie, PA 16541. AA, EOE.

LN., CHILDREN'S, Solano County (Calif.) Lib.
Incumbents plan & provide lib. services for children & interested adults which incl. ref., collection development, & programming. May supervise paraprofessional & clerical staff. Reqs. MLS or equiv. prof. lib. exp., plus one yr.'s prof. lib. exp. which demonstrates possession of & competency in requisite knowl. & abilities. Exp. in providing children's services in a pub. lib. is preferred. Salary \$25,528-\$31,029 annually. Position open until filled. Applicants must file an official appl. & supplemental appl. with: Solano Co. Personnel Dept., 580 Texas St., Fairfield, CA 94533; 707-429-6321.

LN. II (REF.) for growing pub. lib. serving the state capital. Supervises 1.5 FTE in ref./inter-library loan dept. Schedules duties on ref. desk. Provides direct ref. service to users. Plans & implements adult programming for lib. Assists director in planning & implementing new services & programs for lib. users. Qual.: ALA-accred. MLS w/extensive ref. exp. Exp. w/lib. automation procedures desirable. Starting salary: \$27,539 + benefits. Send letter of interest, resume, & names & telephone nos. of 3 ref. to: City of Dover, POB 475, Dover, DE 19903; Attn.: Judy Rigby.

LN. for nonprofit social justice info. center.

Duties: Resp. for vertical files & periodicals
collections, ref. service; supervise staff &
volunteers; press clipping. Qual.: MLS &/or lib.
exp.; knowl. of & interest in political, economic,
& social justice issues; organizational, database
management, word processing skills. Salary:
\$19,000. Send letter & resume to: DataCenter Lib.
Search Committee, 464 19th St., Oakland, CA 94612.

ADULT SERVICES CONSULTANT. Queens Borough Pub. Lib., a large urban lib., is seeking an exp'd. consultant to provide in-service training, plan systemwide programs for the public, maintain contact w/community groups, & assist in collection development & maint. Successful candidate will be a highly motivated, creative, & innovative prof. w/a min. of 5 yrs.' exp. in adult services in progressively resp. positions. Salary starts at \$40,000. We offer excellent benefits package incl. 4 weeks' paid vacation & pension plan. Send letter of appl. & resume to: Personnel Director, Queens Borough Pub. Lib., 89-11 Merrick Blvd., Jamaica, NY 11432. An equal-opportunity employer, M/F.

MANAGER, Central Lib. Queens Borough Pub. Lib., a large urban lib., is seeking a dynamic manager to plan, coord., & administer services of a large central lib. w/a full-time staff of 115. Collection exceeds 1 million vols.; mat'ls. budget of \$1 million; circulates over 1 million items annually; serves a pop. of over 2 million in N.Y.C.'s most ethnically diverse borough. Candidate must possess MLS from ALA-accred. lib. school, significant exp. in progressively resp. positions w/at least 5 yrs. in a supervisory capacity. Must be able to demonstrate a record of achievement in management, collection, staff development, & resource utilization. Excellent communication & interpretational skills, creativity, & knowl. of lib. automation req'd. Salary starts at \$40,000. We offer excellent ben. package incl. 4 weeks' paid vacation & pension plan. Send letter of appl. & res. to: Persnl. Dir., Queens Borough PL, 89-11 Merrick Blvd., Jamaica, NY 11432. An equal-opportunity employer, M/F.

HEAD, CHILDREN'S SERVICES. Seek creative prof. to build program: collection development (growing budget), programming, planning, supervision, & community relations. Participate on management team. Going online w/statewide integrated automation system. Prefer MLS & exp. Salary scale \$20,000-\$30,000, negotiable. Friendly city of 51,000 at foot of Black Hills w/abundant recreation & expanding cultural opportunities. Deadline Aug. 31. Send resume & ref. to: Personnel Dept., City of Rapid City, 300 6th St., Rapid City, SD 57701. An equal-opportunity employer.

HEAD OF PUBLIC SERVICES/ASST. DIR. Begin Jan. 1, 1990. Plan, develop, manage, & evaluate all aspects of public services, incl. circ. & reserve, ILL, periodicals, & ref.; share in collec. development & liaison resp.; participate in prof. public service activ. Qual.: ALA-accr. MLS; 4 recent yrs. in a post-MLS public services position at an acad. lib.; strong communication skills; demon. knowl. of database searching; exp. w/bibliographic instruction; evidence of organizational skills req'd. Admin. exp. in acad. lib.; subject master's; knowledge of a modern foreign lang.; evidence of prof. involvement, & knowledge of WordPerfect desirable. Salary: \$26,040-\$40,480; starting salary normally not to exceed \$29,230. Send let-

ter of appl., resume, grad. trans., a statement of public service philosophy, & addresses & phone numbers of 3 ref. by Sept. 30 to: Gaynelle Pratt, Personnel Office, Keene State Col., Keene, NH 03431. AA, EOE.

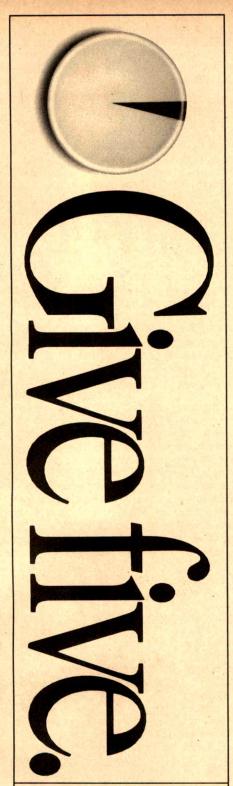
MULTISERVICE LN., 12-mo. position available Jan. 1, 1990. Resp. incl. assisting in cataloging & serials automation; some general ref. desk duties; assist dir. in coordinating lib.'s move into expanded facilities; serve as liaison to off-campus German institute. Lib. entirely automated w/UNISYS' PALS system. Req'd.: MLS from ALA-accred. lib. school; working knowledge of OCLC/AACR2/LCSH, LC class., MARC formats, & general ref. tools. Pref.: Familiarity w/current lib. automation techniques, excellent communication skills, reading knowl. of German, & ability to work jointly w/exp'd. lib. staff. Recent grads. encouraged to apply; position has career growth potential. Salary from \$22,000. Appl. deadline Oct. 15. Apply w/letter, resume, & names, titles, current adds., & ph. nos. of at least 3 ref. to: Verlyn D. Anderson, Lib. Dir., Search Cmte. Chair, Ylvisaker Lib., Concordia College, Moorhead, MN 56560. Concordia is an affirmative-action, equal-opportunity employer.

HISPANIC SERVICES COORDINATOR. Resp. for development of lib. programs, services, & collections for the Hispanic population. Initiates & implements special services & innovative programs. Assists lns. w/developing book, periodical, & multimedia collections for libs. serving Hispanic users. Serves as liaison between the lib. & Hispanic community groups. Performs related public awareness & PR activities, writes grant proposals, & manages grant implementation. Min. reqs.: Grad. degree in lib. science from an ALA-accred. institution. 3 yrs.' progressively resp. lib. exp. Knowl. of Spanish lit. & culture. Fluency in Spanish & English. Salary range \$30,456-\$42,288 plus benefits. Send resume to: Alice Scott, Chicago Pub. Lib., 1224 W. Van Buren St., Chicago, IL 60607. An equal-opportunity, affirmative-action employer.

CATALOG LN. Entry-level, 12-mo. appt. (renewable, fixed-term), Asst. Prof. Performs orig. cataloging & copy cataloging in variety of formats & Romanalphabet langs. Req'd.: MLS from ALA-accred. lib. school; reading knowl. of at least one Western European lang.; good written & oral communication skills. Salary: \$20,000 min. Fringe ben. incl. choice of medical plans, fully paid state or TIAA/CREF retirement plans, 22 vacation days, & low staff tuition rates. Deadline to apply: 5 pm, Sept. 15. Apply to: Ms. Laine Stambaugh, Persnl. Ln., Knight Lib., U. of Oregon, Eugene, OR 97403; 503-686-3056.

CHILDREN'S DEPT. HEAD (readvertised) for busy 6,000-sq.-ft. children's dept. in new main lib. Works closely with & reports to coord. of children's services in developing collections, policies, & programs. MLS & several yrs.' relevant exp. req'd. Salary negotiable from mid to high \$20s, dep. on candidate & exp. 22.5 days' vacation, major medical, dental, etc. Reimbursement for interview expenses. Appl. deadline Sept. 15. For appl. & further info., contact: Ed Kieczykowski, Dir., Mansfield-Richland County Pub. Lib., 43 W. Third St., Mansfield, OH 44902. The lib. is an equal-opportunity employer.

LATE JOB NOTICES CONTINUED ON PAGE 652.



What you get back is immeasurable.

Just five hours a week. Just 5% of your income. It's not much to give, to the causes you really care about. But that small investment could change somebody's life. And it's hard to imagine a better return than that.



LATE JOB NOTICES CONTINUED FROM PAGE 651.

TECHNICAL SERVICES LN. One of 4 lns. in dept. of 22.75 FTE, lib. of 660,000 volumes. Requirements: Accred. MLS, 2 foreign languages. Proven ability to perform increasingly complex problem-solving over time. Desirable: One or more yrs.' successful technical services exp., especially cataloging using MARC, RLIN, & AACR2. Duties: Professional technical services work, largely cataloging; all types & formats of material, all langs.; supervise selected projects; implement automation. Salary: Asst./ Assoc./Senior Assoc.: \$24,500/\$26,500/ \$30,500 minimum. Appls. received by Aug. 31 will be given first consideration. Send resume, letter of appl., names of 3 ref., & transcripts of postsecondary education to: Margaret Leary, Univ. of Michigan Law Lib., Ann Arbor, MI 48109-1210. Univ. of Michigan is a nondiscriminatory, affirmative-action employer.

REF. LN., Mercy College Libs. Provides ref. to undergrads. & grad. students at main lib. (approx. 250,000 vols.). Also handles interlibrary loan & some bibliographic instruction, collection development, & Dialog searching. Some evening & weekend hours. Qual.: ALA-accred. MLS; helpful approach to users. Mercy is a secular, multicampus college 10 miles north of New York City. Salary: low to mid-\$20s. Appls. accepted until position is filled. Send resume w/names of 3 ref. to: Don Ray, Head of Public Services, Mercy College Libs., 555 Broadway, Dobbs Ferry, NY 10522. Mercy College is an equal-opportunity employer.

BRANCH LN. at the White Plains Campus of Mercy College. Mercy College has a student body of 6,000 undergrad. & grad. students; the main lib. & 3 branch campus libs. contain a total of 300,000 vols. The White Plains branch is located in central Westchester County, 20 miles north of New York City. Its collection includes over 10,000 vols. & supports a strong paralegal program. The resp. of this full-time (35 hrs./week) position incl. ref., bibliographic instruction, collection development, & some supervision. Some evening & Saturday hours. Salary: mid-\$20s. ALA-accred. MLS req'd. Previous supervisory exp. & ref. or legal research exp. strongly preferred. Appls. will be considered until the position is filled. Send resume to: Mary Biggs, Dir. of Libs., Mercy College, 555 Broadway, Dobbs Ferry, NY 10522. Mercy College is an equalopportunity employer.

LN. III & IV, Sacramento Pub. Lib. Located in county of 988,300 residents. Consists of central lib. & 23 branches. \$2,480-\$3,061 (Ln. III) & \$2,725-\$3,325 (Ln. IV) monthly, plus benefits. Performs skilled prof. lib. work of a specialized or managerial nature; organizes & directs the work of a major activity in the lib. system incl. direct & indirect supervision of prof. & paraprof. staff. Current openings: regional children's coordinator, regional branch supervisor positions. List will be active for one year. Reqs.: ALA-accred. MLS, 3 yrs.' exp. (Ln. III) or 4 yrs.' exp. (Ln. IV) as a prof. ln. incl. one yr. (Ln. III) or 2 yrs. (Ln. IV) in a supervisory capacity. Final filing: Sept. 15. To obtain appl., contact: Sacramento County Employment Office, 710 J St., Sacramento, CA 95814 or Lib. Personnel at 916-440-5926. AA, EOE.

ADULT SERVICES LN. for a county lib. system in eastern N.C. serving 97,000 persons w/a 20,000-sq.-ft. main lib., 3 branches, & an outreach service. Goldsboro is an attractive small city of 35,000 conveniently located between the Raleigh/Research Triangle area & the N.C. coast. Responsible for ref. service & adult programming. The position supervises 2 paraprofessional assistants. Reqs. MLS & eligibility for North Carolina Public Ln. Cert. Pub. lib. exp. preferred. Salary range \$21,225-\$26,531. Apply by Aug. 25. Send resume & ref. to: Edward J. Sheary, Director, Wayne County

Pub. Lib., 1001 E. Ash St., Goldsboro, NC 27530; 919-735-1824.

CHILDREN'S LN. Northern N.J. community of 11,000, approx. 20 miles from Manhattan. Resp. for collection development, programming, ref. & readers' advisory, some cataloging. Req'd.: ALA-MLS; will consider recent grads. & students now enrolled in MLS program; exp. desirable but not necessary. Min. salary \$22,000 + benefits. Send ltr. of appl., res., & 3 ref. to: Gerald J. Fadlalla, Dir., Glen Rock PL, 315 Rock Rd., Glen Rock, NJ 07452.

LEADS INFORMATION

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) Late job notices are accepted by phone only, as space permits, beginning on the 10th.

GRAPEVINE weekly online job alert: All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in III. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901. Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (NOTE: AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or Requests for Proposals (Please state department and format desired):

Line-by-line: \$6/line; 25% off for ALA organizational members (\$4.50/line).

Display: Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

Late Job Notices: \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

PLEASE NOTE:

- 1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.
- Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

CAREER OPPORTUNITIES

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; Ariz., 602-278-1327, see also Mountain Plains; ACRL, 312-944-6795; Br. Columbia, 604-430-6411; Calif., 916-443-1222 or 818-797-4602; CMLEA, 415-697-8832; (Calif.) San Andreas-S.F. Bay/SLA, 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic

mail services; S. Calif./SLA, 818-795-2145; Canadian Assn. of Special Libs. & Info. Svcs./ Ottawa Chap., 613-237-3688; Colo., 303-866-6741, see also Mountain Plains; Conn., 203-645-8090; (D.C.) Metro. Wash., 202-223-2272; Del., 302-736-4748 (in Del. only, 800-282-8696); Drexel Univ., 215-895-1672; Fla., 904-488-5232; III., 312-828-0930; Ind., 317-926-6561; Institutional Libs., S. Carlson, R.I. Dept. of State Lib. Svcs., 300 Richmond St., Providence 02903; la., C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; Kans., see Mountain Plains; Md., 301-685-5760; Mich., 517-694-7440; Midwest, 317-926-8770; Mo., 314-442-6590; Mont., see Mountain Plains; Mountain Plains, 605-677-5757; Nebr., 402-471-2045, see also Mountain Plains; **New Eng.**, 617-738-3148; **Nev.**, see Mountain Plains; **N.J.**, 609-695-2121; **N.Y.**, 212-227-8483; N.Y. Chap./SLA, 212-758-6748; N.C., 919-733-6410; N.D., see Mountain Plains; Okla., 405-521-4202; Ore., 503-585-2232; PNLA, 206-543-2890; Pa., 717-234-4646; PLA, 312-664-5627; R.I., P. Stoddard, Univ. of R.I. Lib., Kingston 02881; Rural Libs., M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; S.C., Univ. of, 803-777-8443; S.D., see Mountain Plains; SLA, 202-234-3632; Tex., 512-463-5470; Utah, see Mountain Plains; Vet. Admin. Lib. Network, 202-233-2820; Va., 703-370-7267; W. Va., call Pa. Coop. Job Hotline; Wyo., see Mountain Plains.

POSITIONS WANTED

RELIGION/PHILOSOPHY LIBRARIAN. STB, STL, MA, MSLS, PhD candidate (Church History). Teaching and administrative experience. Computer literate. Either library or nonlibrary setting. Rev. Michael Camilli, Catholic University of America, Box 14 Caldwell Hall, Washington, DC 20064.

POSITIONS WANTED cont'd. on next page.

POSITIONS WANTED continued.

TECHNICAL LIBRARIAN, RELOCATING to Durham, N.H., seeks position within commuting distance of Durham. 9 yrs.' professional experience; 6 yrs. in a construction company in London; 3 yrs. at the University of Florida. Experience: online searching, reference, cataloging, indexing for a database, interlibrary loan. Fluent in German. Ideally, would like to work in a corporate library in a computerized environment. Please reply to: Box B-998-W

CATALOGER. LIBERAL ARTS BACK-GROUND. ALA-MLS. 2 yrs.' professional experience. LC, DDC, AACR2, MARC, LCSH. Will relocate. Available immediately. Please reply to: Cataloger, c/o Patrick Harlow, POB 923, Richmond, VA 23207.

ACADEMIC LIBRARIAN. 20 yrs.' experience in school, public, and academic libraries. Desires position for special projects or archival position. Experience includes: professional organizations, accreditation reports, and human relations. Prefer the East Coast. Reply to: Box B-1000-W.

POSITIONS OPEN ACADEMIC LIBRARY

Acquisitions librarian to manage the activities of an 8-person, automated (IN-NOVACQ) department responsible for ordering, receiving, binding, and mending monographs and serials. The library has a materials budget of \$1.5 million, acquires 12,000 + monographs per year through firm orders and approval plans, and subscribes to 5,200 periodicals. Acquisitions librarian reports to the head of collection development. RE-QUIRED: ALA-accredited MLS, experience supervising staff and managing projects, excellent communication and bibliographic skills, and experience in or familiarity with acquisitions and binding processes. Minimum salary is \$24,000 for a 12-mo. appointment. Fringe benefits include 20 working days' annual leave, tuition waiver, TIAA/CREF, life and fully paid family health insurance. Applications received by Sept. 5 will receive first consideration. To apply, send letter of application, resume, and names of at least 3 references to: Elaine M. Albright, Director of Libraries, Raymond H. Fogler Library, University of Maine, Orono, ME 04469. The University of Maine is an affirmative-action, equal-opportunity employer.

Assistant cataloger. MAJOR RESPON-SIBILITIES: Catalogs monographs, microforms, government documents, etc., using OCLC and LC classification and subject headings; participates in maintenance of library's online catalog and authority files; assists in supervision of 3 paraprofessionals and students; participates in library's catalog information desk; serves as liaison to one or more academic departments. Data Research Associate's Atlas library system is currently in operation. REQUIREMENTS: ALA-accredited MLS; reading knowledge of one foreign language; experience with OCLC, MARC formats, AACR2, and online catalogs desirable. 11-mo. permanent appointment, tenure-track, with faculty status and responsibility for meeting College of Charleston requirements for promotion and tenure. Salary: minimum \$22,000. Apply with resume and names of 3 references by Sept. 1 to: David Cohen, Director, College of Charleston Library, Charleston, SC 29424.

Assistant director for public services, Southern College of Technology, Marietta, Ga. Will have major supervisory responsibility for reference, circulation, bibliographic instruc-

tion, and student labor in cooperation with appropriate department heads and the director. 12-mo., tenure-track faculty appointment requiring an ALA-accredited master's degree. Additional requirements include a strong academic background, extensive knowledge of reference and circulation services, demon-strated training ability, and 5 or more yrs.' professional academic library experience. Some supervisory experience, or experience in the coordination of reference and circulation services, is also required. Experience with bibliographic instruction and database searching is preferred. Excellent communication and interpersonal skills are essential, as is evidence of creativity and leadership. A record of achievement in professional activities is expected for appointment at the rank of Assistant Professor or above. Some night and weekend work will be required. Salary range \$27,000–\$30,000, commensurate with experience. Southern Tech is primarily a technological college with an enrollment of 3,800, located 15 miles north of Atlanta, and offers associate, bachelor's, and master's degrees. Send resume and names of 3 references to: John W. Pattillo, Director, Southern College of Technology Library, 1112 Clay St., Marietta, GA 30060. Southern Tech is an affirmative-action, equal-opportunity educational institution.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 17 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$23,310
Indiana *	varies*
lowa	\$19,619
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$27,554*
New Hampshire	\$17,500
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$20,000
Rhode Island	\$22,500
South Carolina	varies*
Vermont	\$20,500
West Virginia	\$20,000
Wisconsin	\$23,700

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

** North Carolina State Library's recommendation is only for public librarians. Assistant librarian for public services for an active liberal arts college library in upstate New York. RESPONSIBLE FOR the management of all aspects of public services, including reference, interlibrary loan, archives, bibliographic instruction, circulation, and reserves. Supervise a staff of 4 professional and 8 clerical positions. Typical duties include reference and general collection development; classroom film booking, course-related bibliographic instruction, online searching, and some reference desk work. REQUIREMENTS: MLS from ALA school, and 5 yrs.' professional public service experience. Applicant must be able to work effectively with faculty and students and provide supervision and management of public services. Familiarity with integrated library systems desirable. Salary \$28,000—\$34,000. Send resume and names of 3 references to: Paul W. Crumlish, Librarian, Hobart and William Smith Colleges, Geneva, NY 14456.

Assistant management & economics librarian. REQUIREMENTS: MLS (ALA-accredited). Minimum of 2 yrs.' professional reference experience in business or social sciences. Desired qualifications: Reference experience requiring knowledge of traditional as well as computer-based sources; familiarity with literature of business/economics; some knowledge of government documents; ability to develop information literacy skills via in-class bibliographic instruction and end-user training; knowledge of technical services practices regarding acquisition and cataloging of serials; some supervisory experience; an advanced degree in a related field. RESPONSIBILITIES: Participate in delivery of an active program of reference, orientation, and bibliographic instruction emphasizing acquisition of datagathering skills at both undergraduate and graduate levels. Responsible for supervision of processing serial publications. Share in management of the library and participate in planning and implementing new programs and services, STATUS AND BENEFITS: Faculty status and responsibilities, rank commensurate with education and experience. Members of library faculty must meet Purdue University requirements (excellence in librarianship, research, publishing, and service) for promotion and tenure. 12-mo. appointment. Annual vacation of 22 working days. Flexible benefit programs. Group life, medical, and disability insurance programs are in effect as are TIAA/CREF and Social Security coverage. Salary: \$22,000 and up, depending on qualifications. Deadline: Aug. 20, or until position is filled. Send resume and list of references. Apply to: T. L. Haworth, Personnel Officer, Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907. An EEO, AA emplover.

Assistant Schaffner librarian. The assistant Schaffner librarian participates in all Schaffner services, including user education, faculty liaison, reference, and new technological initiatives. Also participates in materials selection and coordination of technical services. The position requires some evening hours and one day a week on the Evanston campus coordinating Schaffner activities with the university library. Participates in a variety of public service functions: teaches in the library's course-related user education program, provides reference service (including 2 evenings a week until 7 pm); conducts CD-ROM and online searches; and provides microcomputer consulting service. Participates actively in the promotion of continuing innovation within Schaffner and communicates that activity within the Northwestern University Library system and the profession at large. Coordinates Schaffner's library science student intern program. Coordinates the library's technical services activities. Assists in the selection and maintenance of the library's collections. QUALIFICATIONS: MLS from an ALA-accredited library school; excellent com-

munication skills; and familiarity with micro-computers, online searching, and CD-ROM technology. 1–2 yrs. experience preferred. Salary range: \$21,000-\$24,000 depending on qualifications. Applications submitted before Sept. 8 will receive primary consideration. Applications may be submitted to: Ann Smith, Personnel Manager, Northwestern University Library, 1935 Sheridan Rd., Evanston, IL 60208-2300. EEO, AA employer. Employment eligibility verification required upon hire.

Assistant/Senior Assistant Librarian, cataloging/reference. Potsdam College of the State University of New York seeks applications for a full-time, term position of Assistant or Senior Assistant Librarian with joint responsibilities in cataloging and reference service. Position available Sept. 1. RESPON-SIBILITIES: Cataloging and participation in the reference rotation with some evening and weekend hours; depending upon individual strengths, duties may include assistance with library instruction and other reference functions. QUALIFICATIONS: ALA-accredited MLS, versatility, and strong written and oral communication skills. Preference will be given to persons with experience in cataloging on OCLC; knowledge of AACR2, LC authority records, classification, and subject headings; and experience in academic reference service. Salary range: \$21,600–\$25,100. Application review commenced Aug. 1, and will continue until the position is filled. Send letter of application, current resume, and names, addresses, and telephone numbers of 3 references to: David Trithart, Chair, Library Search Committee, Crumb Library, Potsdam College, Potsdam, NY 13676. Potsdam College is committed to providing opportunities for women and minorities and actively seeks these candidates.

Assistant university librarian for collection management, Northwestern University Library. The assistant university librarian for collection management is responsible for all aspects of collection management at Northwestern University Library (excludes the Health Sciences and Law libraries). These responsibilities include setting and interpreting selection policy, allocating acquisition funds, overseeing the preservation program, planning and budget preparation, and ensuring effective communication with the faculty. Has a major involvement in fundraising activities. Also has a principal role in the general administration of the library. Represents the library in regional and national planning for collection management. QUALIFICATIONS: Master's degree from an accredited library school required; advanced degree in a subject field strongly desired. 5 yrs.' experience in various aspects of collection management required, preferably in positions of increasing administrative responsibility. Demonstrated organizational, supervisory, planning, and communication skills required. Fundraising experience highly desired. Leadership skills and a strong vision of library services essential. Salary: \$50,000 minimum. Applications received by Sept. 20 will receive first consideration. Send letter of application and resume to: Ann Smith, Personnel Manager, Northwestern University Library, 1935 Sheridan Rd., Evanston, IL 60208. EEO, AA employer.

Assistant university librarian for public services (search reopened). The University of Nevada/Las Vegas invites applications and nominations for the position of assistant university librarian for public services. The successful applicant will coordinate the following public service units: reference, including database search services; nonbook, including audiovisual materials, microforms, and photocopy services; documents; library instruction; and circulation/interlibrary loan. RESPONSIBILITIES INCLUDE providing dynamic leadership for 10 professionals and 21 support staff; formulating and implementing public service goals, policies, and projects; advocat-

Associate Director for Public Services

This position takes primary responsibility for directing the public services activities of MIT Libraries, including administration of divisional and branch libraries, information services, literature searching, and services to outside users. Along with the director of libraries and 3 other associate directors (administration, collection management, technical services, and systems and planning), the incumbent will participate fully in the overall administration of the library system, including long-range planning, program development and evaluation, budget formulation, and the establishment of systemwide policies.

The associate director for public services has oversight of 5 major subject libraries—Architecture and Planning, Engineering, Humanities, Science, and Social Sciences and Management—and their branch libraries. The heads of these libraries report to the associate director as does the head of the computerized literature search service. Total public services staff includes 45 professionals, 66 support staff, and 19 FTE student assistants.

Among the major new initiatives in which the associate director will play a primary role are an assisted self-study of information services; expanded use of CD-ROM and other technologies in reference and information services; extension of services through the campus network; and strengthening links with and services to faculty, students, and research staff.

, MIT has implemented an online information system consisting of an online public access catalog, circulation, MARC records management system, and electronic mail, using a Geac computer. A major retrospective conversion project will commence shortly. Further automation efforts will focus on authority control, acquisitions, and serials.

The libraries' collections total over 2 million printed volumes, over 1.5 million microforms, and extensive collections of slides, photographs, sound recordings, printed music, maps, manuscripts, motion pictures and video recordings, and computer software. The total budget for FY 1989 is over \$10.5 million; the materials budget is over \$2.7 million. Total staff of 275 includes 87 professionals, 151 support staff, and 37 FTE student assistants. MIT Libraries maintain memberships in the Boston Library Consortium, OCLC (through NELINET), and the Association of Research Libraries.

QUALIFICATIONS FOR THIS POSITION INCLUDE an MLS from an ALA-accredited library school. Additional graduate work in a subject area relevant to MIT's research and teaching programs is highly desirable. Very extensive and increasingly responsible experience in public services in a research library is required. Candidates are expected to have familiarity with current issues affecting information and reference services in a university library including a thorough understanding of the applications of new and emerging technologies. Candidates should have had substantial experience in the supervision and management of public services in a library whose collections include substantial holdings in engineering and science. Candidates will be expected to demonstrate a command of issues facing research libraries today and in the near future, as well as highly developed interpersonal and analytical skills. Equally important is the ability to work effectively as a member of a senior management team in a major research library. Candidates will also be expected to demonstrate a record of leadership and achievement in the library profession.

Salary: \$52,000+, commensurate with experience and qualifications.

MIT Libraries offer excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. MIT is a smokefree campus.

Review of candidates will commence in August and continue until the position is filled. Interested candidates should send a resume and the names and addresses of 5 current, confidential references to:

Search Committee (AL)
Associate Director for Public Services
The Libraries, Room 14S-216
Massachusetts Institute of Technology
Cambridge, MA 02139

MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

ing the needs of public services to the library director and university administration; working cooperatively with members of the Library Administrative Council and other library staff to strengthen library services and collections; and promoting new and expanded services to the university community. Reporting to the director of libraries, this individual will participate as a team member with the director, assistant university librarian for technical services, assistant university librarian for collection development and management, and the associate university librarian for systems and budget in providing overall direction for the library system including long-range planning, allocation of resources, budget preparation, and expansion and enhancement of collections and services. QUALIFICATIONS INCLUDE a graduate degree from an ALA-accredited program; 5 yrs.' progressively responsible academic library experience in public services; evidence of excellent communication, effective leadership, and strong analytic and planning skills; experience with personnel (both professional and support staff) and fiscal management; and evidence of participation in university and library organiza-

tions. In addition we seek an individual who has served as a strong advocate for public services, who has a record of innovative accomplishments, who has demonstrated ability to work cooperatively with colleagues and clients, and who has an established commitment to the effective use of technology to enhance library services. The position is available immediately, with an annual salary range of \$39,000–\$48,000 depending on qualifications. Benefits include TIAA/CREF, medical protection, tenure-track, 12-mo. appointment, 24 days' vacation, and no state income tax. Send application letter, resume, names, addresses, and phone nos. of 3 references by Sept. 15 to: Mary Dale Deacon, Director of Libraries, University of Nevada, Las Vegas, NV 89154. UNLV is an AA, EEO institution.

Associate director, Clinch Valley College of the University of Virginia. An MLS from an ALA-accredited university is required. 5 yrs.' experience in an academic library is required and collection development/reference experience is preferred. Must have ability to work and communicate effectively. Must have

knowledge of total library operations. The college offers the baccalaureate degree in many of the liberal arts and several professional fields. The library houses approximately 120,000 volumes. The salary range for the 12-mo. position is \$28,000-\$33,000. Applications will be accepted until the position is filled. The review process will begin Sept. 18. Send letter of application, resume, transcripts, and 3 letters of recommendation to: G. E. Culbertson, Office of the Vice Chancellor, Clinch Valley College, Wise, VA 24293. CVC is an EEO, AA employer.

Catalog librarian. DUTIES: Management of cataloging operations, database, and staff; original cataloging of monographs, serials, and nonbook materials; some reference desk duties. REQUIRED: MLS from an ALA-accredited library school; 3 yrs.' library cataloging experience; comprehensive knowledge of LC classification and subject headings, and

MARC formats, OCLC, or other bibliographic utility. *Desirable:* Supervisory experience; familiarity with integrated systems. Salary: Minimum \$27,000 for a 12-mo./year, tenure-track faculty appointment. *BENEFITS:* TIAA/CREF; 22 days' vacation. **Application dead-line:** Sept. 1. *APPLICATION:* Send letter of application, a resume, and the names and phone numbers of 3 references to: Ingrid Schierling, Head of Technical Services, Library, University of Colorado at Colorado Springs, POB 7150, Colorado Springs, CO 80933-7150. The University of Colorado is an AA, EOE.

Catalog librarian. Performs original and adaptive cataloging according to AACR2, OCLC, and LC standards; creates and maintains records in card and online files; participates in formulating cataloging policies and procedures; assists with training personnel; develops and recommends authority control

procedures and resolves authority problems. QUALIFICATIONS: MLS from an ALA-accredited library school; academic library cataloging experience with AACR2 and LC classification desirable; knowledge of OCLC and other automated systems desirable; knowledge of online authority control systems desirable; working knowledge of a Western foreign language, preferably German. Minimum salary \$20,316. Position will remain open until filled. Initial review of applications will begin Sept. 11. Send letter of application, resume, and 3 letters of reference to: Personnel Office, Box 1184, Washington University, One Brookings Dr., St. Louis, MO 63130-4899. Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

Catalog librarian. The University of Arizona is seeking a librarian to be responsible for the original cataloging of monographs in the English, French, German, and Italian literatures and languages. The classics, linguistics, religion, and philosophy are also included in the assignment. Additional responsibilities include active participation in departmental planning, membership on library and university committees, and may include reference and collection development work. REQUIREMENTS INCLUDE: an ALA-accredited MLS degree; knowledge of or experience with AACR2, LC classification, LCSH, and OCLC or a similar utility. Applicants with previous cataloging experience and with bibliographic knowledge of European languages will be preferred. The salary will be based upon qualifications and experience; the beginning professional salary is \$20,000. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 12-mo. appointments with 22 days' vacation, 12 days' sick leave, and 10 holidays annually. A standard package of fringe benefits is available. Applications must be received by Aug. 15. Send letter of application, resume, and the names of 3 referees to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an equal-employment-opportunity employer with an affirmative-action plan. Preference will be given to women and minorities. Noncitizens must include current visa status.

Catalog librarian. To serve as principal catalog librarian, responsible for all cataloging and acquisitions functions. REQUIRES ALA-accredited MLS, 5 yrs.' experience in academic library with 2 in Dewey Decimal Classification. Tenure-track appointment. Salary range from \$30,000. Application deadline: Aug. 15, or until filled. Send letter of application and resume with names and telephone numbers of 3 current professional references to: Director of Human Resources Management, Northwest Missouri State University, Maryville, MO 64468. Affirmative-action, equal-opportunity employer. Northwest encourages women and minorities to apply.

Catalog librarian with primary responsibility for directing the cataloging section of the library as follows: establishing cataloging priorities and preparing statistical reports; preparing OCLC budget requests and equipment requests; overseeing reclassification and retrospective conversion projects; training, supervising, and evaluating cataloging clerical personnel; performing original cataloging; maintaining cataloging procedures manual. REQUIRED: MLS from an ALA-accredited institution, demonstrated management and supervisory skills, excellent writing, interpersonal, and speaking skills; and ability to maintain effective working relationship with colleagues and students in the library and university; 4 yrs.' experience in cataloging. Salary: Negotiable from \$26,364 depending upon qualifications and experience; 12-mo., nontenure position. Good fringe benefits. May require some night or weekend work. Position

Syracuse University Library Associate University Librarian for Collection Development and Management

RESPONSIBILITIES: Under the general direction of the university librarian, the associate university librarian for collection development and management administers, directs, and provides leadership for all collection development and preservation activities of the Syracuse University Library. Has responsibility for collection development policy, allocation of materials budget, and selection decisions of bibliographers. Directs the collection development activities of over 25 librarians and chairs the Collection Development Committee. Oversees the preservation unit of the library. Develops close relationships with deans, department chairs, and faculty.

As a member of the library administration, participates in planning, policymaking, budget, and resource allocation, faculty and student relations, and in implementation and evaluation of programs. Maintains close liaison with public service and technical service departments.

Represents the university library on regional and national committees in developing and implementing institutional and cooperative collection development and preservation programs.

QUALIFICATIONS: An MLS from an ALA-accredited library school or equivalent. Earned doctorate and/or 2nd master's degree preferred. Substantial collection development and management experience in a large library and in-depth knowledge of current issues in collection development, acquisitions, and preservation. Demonstrated ability to lead library staff and work effectively with members of the academic community. Effective written and oral communication skills. Fundraising experience highly desirable.

SALARY: Competitive and commensurate with experience and qualifications; minimum \$48,000.

Send letter of application, resume, and the names of 3 references to: Search Committee, Associate University Librarian for Collection Development and Management, Office of Human Resources, Syracuse University, Skytop Offices, Syracuse, NY 13244-5300.

Syracuse University is an equal-opportunity, affirmative-action employer.

Chief Bibliographer (Search extended)

The University of Alabama Libraries invite applications for the position of chief bibliographer. This position affords the opportunity to redirect collection management policy and practice in an environment that is conducive to advantageous change. The chief bibliographer reports to the associate dean of libraries for collections and information services and is responsible for planning, implementing, monitoring, coordinating, and evaluating the collection development program in an evolving environment. Reference and other librarians (22) are in the process of developing collection skills, activities, procedures, and policies under the leadership of this position.

QUALIFICATIONS required: MLS from a program accredited by ALA; relevant experience in an academic library; excellent oral and written communications skills; an understanding of publishing, book trade, higher education, and budget management; knowledge of issues and trends in bibliographic control, collection assessment, and collection management; experience in management of approval plans; demonstrated skill in planning, organizing, and coordinating work of others; ability to work effectively and productively with faculty, students, and with library personnel at all levels; skill in developing, analyzing, and interpreting relevant statistical data; ability to function effectively in a changing environment; and evidence of professional and/or scholarly activity. Preferred: Additional graduate degree; working knowledge of one or more foreign languages; automated systems, particularly in acquisitions; and familiarity with the RLG Conspectus. The University of Alabama is a member of the Association of Research Libraries and the Center for Research Libraries.

12-mo., tenure-earning position. Salary and rank depend on qualifications; Assistant or Associate Professor rank, \$30,000 minimum salary, which includes an administrative stipend.

Send cover letter, resume, and names and addresses of 3 references by Aug. 20 to: Sondra Tucker, Libraries Personnel Officer, University of Alabama, Collections Development Search, POB 870266, Tuscaloosa, AL 35487-0266.

The University of Alabama is an equal-opportunity, affirmative-action employer.

available when filled. Application deadline: when filled. Submit letter of application, vitae, complete transcripts, and 3 letters of recommendation to: Leslie Gower, Director, Pan American University Library, Edinburg, TX 78539-2999. EEO employer. Women and minorities encouraged to apply.

Cataloger/Assistant Professor (new position). Valdosta State College Library has an opening for a catalog librarian. Tenure-track. REQUIRED: ALA-accredited MLS degree; cataloging experience; good oral and written communication skills. Desirable: Familiarity with media materials and/or music; knowledge of LC classification and subject headings; experience in cataloging on OCLC or similar system. Duties: cataloging of nonprint and/or music materials; assisting in updating of older cataloging records. Salary from \$24,000. Position reports to head of cataloging section and includes some supervisory responsibility. Valdosta State College, student population 7,000, is a senior unit of the University System of Georgia. This beautiful campus, with Spanish-style architecture, is located in a city of 42,000 in south Georgia, easily accessible to Atlanta and to Jacksonville and Tallahassee, Fla. Library staff of 41 includes 13 professional librarians, 2 of whom are catalogers. Annual materials budget is \$435,000. 12,000 titles are added annually. Appointment date is Oct. 1. Send letter of application, resume, and names of 3 references by Sept. 1 to: George R. Gaumond, Director, Valdosta State College Library, Valdosta, GA 31698. Minorities and women are encouraged to apply. Valdosta State College is an equal-opportunity, affirmative-action employer.

Cataloger/automation consultant, Assistant Professor, faculty in residence, Plymouth State College. Seek candidate to fill full-time position. RESPONSIBILITIES INCLUDE: OCLC cataloging for multitype library system; coordinating system's cataloging activities; consulting with member libraries on library automation. REQUIRED QUALIFICATIONS: ALA-accredited MLS and one yr.'s library experience. OCLC cataloging experience and knowledge of automated library systems desired. Starting salary for 3-yr., nonrenewable contract contingent upon annual New Hampshire State Library funding; \$21,000—\$24,000 with benefits. Application review begins Aug. 23, continuing until position filled. Submit application, resume, and 3 current letters of reference to: Philip C. Wei, College Librarian, Lamson Library, Plymouth State College, Plymouth, NH 03264. PSC is an AA, EEO.

Cataloger for classics and literature, original monographs cataloging department. PRI-MARY RESPONSIBILITY for providing original and selected member copy cataloging according to AACR2, LC rule interpretations, and local cataloging and authorities policy and procedures, and supplying LC subject headings and LC classification for monographs in literature, linguistics, and the classics published in Western European languages (excluding Spanish, Portuguese, Italian), Latin, and Greek for all CU libraries (except Rare Book), Western European—language monographs in all subjects for East Asian and Journalism libraries, monographs for the Papyrus/Epigraphy Collection (primarily classics titles), and some nonbook formats cataloging for all CU libraries. Responsibilities also include back-up and assistance to other original catalogers; performing auxiliary cataloging duties including MARC tagging revision, catalog editing, filing, etc.; contributing to departmental and divisional policy and procedure development (identifying issues, providing feedback, completing writing assignments, and committee/task force participation); and providing departmental support. The original monographs cataloging department is part of the libraries' Bibliographic Control Division (other units are cataloging with copy, serials cataloging, and catalog maintenance). The division provides cataloging via RLIN for about 100,000 titles per year. Cataloging

Director of Libraries University of North Dakota

#9-211. Applications/nominations are invited for the position of director of libraries. The director reports to the vice president for academic affairs, is a member of the University Senate, and works with the advice of the University Library Committee in the administration and management of facilities which together comprise the largest library in the state. The main facility is 154,000 sq. ft. Annual library budget: \$1.725 million. Staff: 36 FTE, 22 part-time and student. The university hosts the statewide library automation system (PALS-based), is a member of MINITEX, and is an ERIC and a (joint) government document depository. UND is a research university with over 11,000 undergraduate, graduate, and professional school students pursuing academic programs in 130 fields. Founded in 1883, it is located on a 500-acre campus in Grand Forks—a city of approximately 50,000 people on the eastern boundary of the state—and employs over 2,000 faculty and staff.

QUALIFICATIONS: Master's degree from an ALA-accredited program, plus substantial managerial experience in an academic/research library, with at least 7 yrs.' progressively more responsible professional library experience, including 5 yrs.' supervision and administration, required. Additional earned advanced degree preferred. Demonstrated expertise in collection development, strategic planning, personnel and fiscal management, information technology, and facilities planning sought. Proven ability to function in a university research environment and to lead state/regional cooperative activities essential.

Start January 1990. Closing date: Aug. 20, or as soon thereafter as a suitable pool exists. Minimum salary: \$48,000 and includes TIAA/CREF and health coverage among fringe benefits. Position description available through, or nominate/apply to: Library Director Search and Screen Committee, c/o Assistant Director Diane Nelson, Department of Personnel Services, POB 8010, University Station, Grand Forks, ND 58202-8010.

The University of North Dakota is an equal-opportunity, affirmative-action employer.

records are made accessible and maintained via CLIO, our NOTIS-based online public access catalog. In addition to an accredited MLS, requirements are: working knowledge of MLS, requirements are: working knowledge of and relevant experience with cataloging principles and principles and procedures including AACR2, LC subject headings and classification, MARC tagging, and a national online cataloging system (RLIN or OCLC); strong reading knowledge of Latin, French, and German; in-depth knowledge of classical literature, world literature, and the humanities; evidence of initiative and superior organizational skills; and excellent communication, interpersonal, and writing skills. Reading knowledge of Greek is preferred. Salary ranges are: Librarian I, \$26,000-\$33,800; Librarian III, \$28,000-\$37,800; Librarian III, \$31,000-\$44,950. Excellent benefits include tuition exemption for self and family and assistance with university housing. Deadline for applications is Aug. 31. Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Cataloging librarian (Librarian I). An entry-level position with responsibilities to include original cataloging of monographs and other materials using AACR2, LC subject headings, LC classification, and MARC formats via OCLC. Uses local online system to integrate cataloging data with other library functions. Master's degree in library or information science from an accredited program. At least one yr.'s experience performing original cataloging using AACR2 via OCLC preferred. Foreign language ability preferred. Supervisory experience helpful. Entry-level salary is \$16,836 with a range to \$25,980. Applications dated through Aug. 25 will be given full consideration. Send letter, academic course summary or transcripts, and the names of 3 references to: Fred MacGregor, Director of Personnel Services, Twamley Hall, University of North Dakota, Grand Forks, ND 58202.

Cataloging supervisor, cataloging with copy department. The Columbia Libraries are in the process of implementing an online integrated system for information services. A central component of the system is the online catalog, CLIO, which became a NOTIS-based

system in spring 1989. The libraries add approximately 100,000 new catalog records each year, and will be engaged for some time in continuing retrospective conversion of older records. We seek a cataloging supervisor with the skills, vision, and energy needed to assist in the transition to a locally based catalog while maintaining high cataloging production standards. Reporting to the head of cataloging standards. Heporting to the head of cataloging with copy, the cataloging supervisor supervises departmental staff working with LC and other approved copy, participates in reviewing and altering methods of workflow and cataloging policies within the department, and participates in planning related to the libraries' bibliographic control functions. In addition, the incumbent performs original cataloging of rush material in all Western languages and in one specially assigned subject or language area. With the transition to a NOTIS-based catalog, it is anticipated that the incumbent will plan new workflows for record maintenance including the processing of added locations, added copies, and new routines for bibliographic maintenance. The cataloging with copy department (3 librarians, one supervisor, 23 support staff, and 3 FTE student assistants) has responsibility for copy cataloging and the input of bibliographic records into RLIN and the libraries' NOTIS-based catalog. The department is one of 4 departments within the Bibliographic Control Division, which includes original monographs cataloging, catalog maintenance, and serials cataloging. In addition to an accredited MLS, requirements are: strong organizational and analytical skills; effective verbal and written communications new workflows for record maintenance includeffective verbal and written communications effective verbal and written communications skills; knowledge of cataloging principles, MARC formats, LC subject headings and classification; and working knowledge of one or more Western European languages. Experience in technical services, knowledge of subtential cataloging process the services of the communication of t automated cataloging procedures, research library and supervisory experience, and experience in the use of RLIN and NOTIS are desirable. Salary ranges are: Librarian I, \$26,000–\$33,800; Librarian II, \$28,000–\$33,800; \$37,800; Librarian III, \$31,000-\$44,950. Excellent benefits include tuition exemption for self and family and assistance with university housing. Deadline for applications is Aug. 31. Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Circulation librarian. Administers central circulation and bookstacks. RESPON-SIBILITIES INCLUDE management of a large and complex central operation of a decentralized library system; policymaking, goal setting, planning, & evaluation; assurance of efficient circulation services to the university community as well as its broader constituency who has access to the collection by way of ILLINET Online, the statewide online union catalog and circulation system; participation in the development and enhancement of the circulation function as an integral part of the library's online information retrieval system; management, maintenance, and attention to the preservation of the 5-million-vol. bookstacks collection; supervision of a large and varied staff; space utilization planning; provision of instructional and other specialized services; oversight of an in-house binding operation; and maintenance of effective working relationships with other departments including more than 35 circulating units and subject collections located both in the main library and elsewhere on campus. DEPART-MENT INFORMATION: The circulation librarian is a member of the Library Administrative Council and reports to the director of general public services, who reports to the university librarian. The circulation librarian is assisted by the circulation manager, 24 FTE support staff, 2 FTE graduate assistants, and 30,000 hours of student help annually. Central circulation, open 102 hours per week, circulates approximately 500,000 vols. annually. The bookstacks collection houses two-thirds of the library's holdings, an extensive microform collection, and a separate current periodical section. Half the collection is located in a new stack addition furnished with compact mobile shelving. The circulation function is part of ILLINET Online, which employs the Library Computer System (LCS) linked to the Western Library Network online catalog software.

QUALIFICATIONS required: MLS/ALA-accredited Auris increasingly more repossible. ited. 4 yrs.' increasingly more responsible professional library experience including administration and staff supervision, preferably in a large research library. Highly developed management, interpersonal communications, and leadership skills. Strong commit-ment to responsive and innovative public service. Understanding of the dynamics of large organizations and ability to work effectively in a changing environment. Ability to meet university standards of research, publi-cation, and service. *Preferred*: Prior experience with circulation services in a large library unit and with an automated circulation system. SALARY/RANK: \$40,000, depending on experience/accomplishments. 12-mo. appointment. Faculty rank; level dependent on qualifications. Must engage in research, publication, and university/professional/community service in order to meet university standards for tenure and promotion. APPLICATION: Send tenure and promotion. APPLICATION: Send application, resume, and names and addresses of 5 professional references by Sept. 15 to: Allen G. Dries, Library Personnel Manager, University of Illinois Library (U-C), 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-5494. FURTHER INQUIRY: Contact: David Cobb, Chair, Search Committee, at 217-333-0827. The University of Illinois is an affirmative-action, equal-opportunity employer. affirmative-action, equal-opportunity employer.

Circulation librarian. AVAILABLE: Sept. 1. Faculty position in the General Services Division. Responsible for supervision of the circulation department. Supervises 2 full-time employees and 65 part-time student employees. Manages annual budget of nearly \$232,000. Serves faculty and students from the entire campus community. Responsible for automated circulation of 600,000 books annually on the NOTIS integrated library system and stacks maintenance for entire collection of 2 million volumes. QUALIFICATIONS: An MLS degree from an ALA-accredited library school. Minimum of 3 yrs.' relevant public service management/supervisory experience in an academic or research library required. Superior interpersonal and communication

Catalog Librarian Stanford University Libraries

Stanford University Libraries are seeking a cataloger for a fixed-term position (18 mos. with possibility of extension) to provide original cataloging of Judaica titles from the library of Professor Salo Wittemeyer Baron. RESPONSIBILITIES INCLUDE: original cataloging of Judaica in the monographic and serial format, including antiquarian titles; with a strong emphasis on titles in Hebrew, but including titles in Yiddish and other European languages.

REQUIREMENTS: MLS or equivalent; strong knowledge of Hebrew; ability to do detailed work accurately and to maintain a high level of productivity; flexibility and ability to work cooperatively with others.

QUALIFICATIONS: Reading knowledge of Yiddish and at least one other European language; cataloging experience using AACR2, BDRB, LC rule interpretations, LC romanization of Hebrew and Yiddish.

Assistant/Associate Librarian with initial salary range of \$27,000-\$41,400 depending upon qualifications and experience. Full vacancy listing available upon request. Send letter of application, statement of qualifications, resume, and names and addresses of 3 references by Aug. 31 to: Irene Yeh, Acting Librarian Personnel Officer, Stanford University Libraries, Stanford, CA 94305-6004. Cite #907-AL on all correspondence

EOE, AAE

STANFORD UNIVERSITY

skills required. Ability to work effectively and congenially with colleagues essential. Significant experience with automated circulation systems desirable (NOTIS preferred). Brigham Young University was founded and is supported by the Church of Jesus Christ of Latter-Day Saints. An applicant's conduct and character must be consistent with the standards of the church and the BYU Code of Honor (Code of Honor available upon request). SALARY & BENEFITS: Faculty status, generous insurance, and retirement benefits. Salary range is \$21,000 and up, depending on qualifications. This is a 12-mo. appointment with 22 days' annual leave and additional professional development time available. DEADLINE FOR APPLICATION: Aug. 31. TO APPLY: Send resume and names of 3 references to: Larry Ostler, Assistant Univ. Librarian for Personnel, 3080 HBLL, Brigham Young Univ., Provo, UT 84602.

Circulation services supervisor. Applications are invited for circulation services supervisor at Western Kentucky University. Planning and administrative responsibility for circulation services in Helm-Cravens Library and 2 branch libraries including online circulation system. Functions of circulation services include the circulation desk, reserves, service to extended campus students, stacks maintenance, remote storage facility, building security, collection management, document delivery, photocopy services, and interlibrary loan. Staff of 2 librarians, 5 full-time and 2 half-time staff. REQUIRED: ALA-accredited MLS with experience in academic library public services, including automated circulation, supervision and management. Minimum salary of \$26,000 for this 12-mo., tenure-track faculty appointment. Choice of medical plans, liberal vacation, and sick leave. Submit letter of application, vita and names of 3 references by Aug. 15 to: Office of Academic Affairs, Library Search, Western Kentucky University, Bowling Green, KY 42101. Women and minorities are encouraged to apply. An affirmative-action, equal-opportunity employer.

Congressional archivist, manuscripts librarian. The University of Arizona Library is seeking a congressional archivist who will manage and process congressional collections, maintain contact with donor offices, use computer-based systems for local and national control, supervise other processing staff, and provide reference service in the Special Collections Reading Room. The special collections department contains the Arizona and Southwestern Collections of books, photographs, manuscripts, university archives, ephemeral, and other research collections. The special collections staff is comprised of 4 professional librarians, 2,5 career staff, and student assistants. QUALIFI-CATIONS INCLUDE demonstrated success in archival processing (required). An ALA-accredited MLS and/or relevant master's degree, such as history of political science (strongly preferred). Preference will be given to a person with specialized training and experience in processing modern congressional collections in an academic/research library. Minimum salary is \$20,000; higher salary is negotiable depending upon qualifications. Librarians at the University of Arizona have Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. A standard package of fringe benefits is available. Applications must be postmarked by Sept. 15. The position will be available Jan. 1, 1990. Send letter of applications resume and names of 3 referees to: W tion, resume, and names of 3 referees to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an equal-employmentopportunity employer with an affirmative-action plan. Preferential treatment will be given to women and minorities. Noncitizens must include current visa status

Coordinator of library instruction. Coordinates operation of dynamic and diverse library instruction program including planning, goal setting, marketing, budgeting, staff training, and program evaluation. Provides service at information desk, including some weekend and evening hours. Responsible for collection development, library instruction, and computerized database searching in assigned disciplines of selection responsibility. RE-QUIRES an ALA-accredited master's degree and at least 2 yrs.' relevant experience. Must have excellent teaching skills and knowledge of theory and techniques of user education. Excellent communication skills and strong service orientation essential. \$22,500 minimum salary depending on qualifications. Excellent benefits package including choice of retirement programs. The University of Houston Libraries holdings exceed 1.6 million volumes, with a materials budget of \$2.6 million and a total staff of 175. The library is a member of ARL. To ensure consideration, applications must be received by Aug. 31. Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, University of Houston Libraries, Houston, TX 77204-2091. Equal-opportunity employer.

Coordinator of public services. Tennessee Technological University Library announces a professional opening for coordinator of public services. The library has 4 organizational divisions, each headed by a coordinator. Coordinators are responsible to the library director for the administration and coordination of divisional activities in accordance with the goals and mission of the library and for fostering the cooperative pursuit of library goals among divisions. The public services division comprises the service units of: circulation/reserve, interlibrary loan, information services (primarily online database searching, bibliographic instruction, reference service, and reference collection development), and special collections (regional history and arc-

hives). The coordinator also serves as an information services librarian with respon-sibilities for performing the unit's primary functions. Divisional personnel, in addition to the coordinator, includes 5 library faculty, 3 classified staff, and 8 FTE student assistants. Librarians from other divisions also provide reference desk service and specialized biblio-graphic instruction. Responsibilities will change somewhat when new building is oc-cupied. QUALIFICATIONS required: Master's degree from program accredited by the American Library Association. 5 yrs.' applicable experience as public services librarian providing information services as defined above. Applicable supervisory experience. Proficient written and oral communications skills. Inter-personal skills necessary to work collegially with the library faculty and cooperatively with the library staff and the university and public communities. Personal and managerial commitment to professional and staff develop-ment. Understanding of the service role of the library and of the division in a complex, comprehensive state university. Knowledge of and commitment to automated information services. *Preferred*: 2nd master's degree, demonstrated collegial management style, understanding of the responsibilities and demands of faculty status for library faculty, and experience with library automation. Position is permanent, tenure-leading, with faculty status and rank. Librarians are expected to meet tenure and promotion requirements of the library faculty. Tenure is as library faculty, not coordinator. *CONDITIONS ARE:* 12-mo. contract, 24 days' annual leave, 11 university holidays, 12 sick days, health/life insurance package with 80% paid by the university, retirement program choice of TIAA/CREF or state system (both entirely paid by the university; annual rate approximately 10% of salary). Better-than-average funding and support for professional development. Salary is \$24,500, slightly more depending on experience. UNI-VERSITY: Tennessee Technological University is a state-supported institution within the State University and Community College Systems of Tennessee. Tech has approxi-mately 7,000 full-time students and 350 fulltime faculty. The library has begun implementation of the ATLAS system of Data Research Associates and occupied a new building in June. APPLICATION PROCEDURE: The position is open and will be filled as quickly as possible. Screening of applicants will begin Oct. 1. Position will remain open until filled. Applicants must submit: letter of application, resume, transcripts for all college credits (unofficial copies of transcripts are acceptable for initial application), and 3 current letters of reference. Incomplete applications cannot be considered. Mail to: Coordinator, Search Committee, Tennessee Technological University, Library Box 5066, Cookeville, TN 38505. Minorities are encouraged to apply and to identify themselves for affirmative-action programs. An AA, EEO employer.

Director of library services at Tennessee Temple University, an independent, fundamental Baptist ministry at the Highland Park Baptist Church. TTU enrolls over 1,300 students in undergraduate and seminary schools. Responsible for all phases of library management. Ranked as faculty; minimum MLS with experience as assistant or head librarian. Salary range \$19,262—\$27,337. Also need additional assistant librarian (MLS; salary \$16,951—\$20,207). Send resume to: Personnel Department, Tennessee Temple University, 1815 Union Ave., Chattanooga, TN 37404; 615-493-4462.

Director of library services for a rapidly growing, private, Baptist liberal arts university of 1,800 students. ALA-accredited MLS and administrative experience required; experience with automated systems preferred. Salary \$24,000 for 9-mo. appointment. Send letter, resume, and 3 letters of recommendation by Aug. 15 to: Charles Maxson, Vice President for Academic Affairs, Grand Can-

Director of Libraries and Media Resources

Tennessee State University invites applications and nominations for the director of libraries and media resources. The director reports to the vice president for academic affairs and is a member of the Council of Deans. The director is the chief executive officer for the main library, the Williams Campus Library, and the media centers at both campuses.

A land-grant institution, Tennessee State University has over 7,000 undergraduate and graduate students enrolled in the schools of Education, Engineering and Technology, Business, Nursing, Agriculture and Home Economics, Allied Health Professions, and the College of Arts and Sciences. The library/media staff of 41 includes 15 professional librarians with faculty status and academic rank. The libraries' integrated system supports circulation and an online catalog. Tennessee State University Library is a member of SOLINET, Dialog online search services, and all areas of the library utilize microcomputers.

QUALIFICATIONS: An MLS from an ALA-accredited institution and an earned doctorate in library science or a related field. Candidate should have a minimum of 5 yrs.' administrative experience and some experience in more than one area of library operation in an academic library; strong leadership ability and the ability to work with a diverse library staff, university faculty and students; and superior oral and written communication skills are required.

SALARY: between \$35,000 and \$50,000, negotiable.

Deadline for application: Search open until position is filled. Screening began July 21.

Include letter expressing interest in the position, vitae, and names, addresses, and telephone numbers of at least 4 references.

Send nominations and applications to:

Phyllis Montgomery
Director of Personnel
Tennessee State University
3500 John Merritt Blvd.
Nashville, TN 37209-1561

For additional information, contact:

Annie W. Neal, Vice President for Academic Affairs, at 615-320-3410.

An equal-opportunity, affirmative-action employer Either U.S. citizens or lawfully admitted resident aliens are eligible.

yon University, 3300 W. Camelback Rd., Phoenix, AZ 85017.

Director of library services, North Georgia College. 12-mo. position available Jan. 2, 1990. Master's of library science from ALA-accredited school (doctorate preferred) with 5 yrs.' experience in an academic library. The 120,000-volume facility employs 5 professional and 6 support staff and 30 student assistants. Salary range: \$30,000-\$40,000. Vita with transcripts and 3 letters of reference by Sept. 25 to: Personnel Office, Attn.: Library Position, North Georgia College, Dahlonega, GA 30597. AA, EOE.

Director of special collections. The University of New Mexico General Library offers an exciting opportunity for someone of vision, energy, and enthusiasm. The right person will use experience and imagination to lead a dynamic and innovative special collections department in a period of transition and growth. We are searching for an "entre-preneur" who will provide the leadership required to direct the special collections department, the pivotal department of the General Library's newly established Center for Southwest Research. We need someone with knowledge of the Southwest and strong communication skills; a record of, or strong potential for, creative fundraising for new and established programs; experience with and commitment to automation; the willingness and demonstrated ability to manage a depart-ment within a collegial environment; the ability to create and develop programs; and experience with or knowledge of higher education in an academic setting. This individual will manage an established special collections department; inspire, motivate, and direct staff; raise funds; be instrumental in the development and growth of the Center for Southwest Research; play an important role in the team management of the General Library; create matter from energy; take risks; and garner good will and support from public and private sectors. THIS POSITION REQUIRES an MLS from an ALA-accredited program and/or PhD or other doctoral degree. The special collections department is a major resource center

for the study of the American West, especially the Southwest. The department has active reference, collection development, automation, preservation, outreach, and oral history programs. It houses manuscripts, architectural collections, photo archives, rare books, congressional papers, university records, and specialized Hispanic, Native American, and Latin American materials. Services are provided by 3 faculty and 8 staff. The Center for Southwest Research fosters universitywide interdisciplinary study of and research pertaining to the Southwest. The programs and services of the center are open for innovation, research, and development. The center cur-rently incorporates the special collections department and affiliated research projects and academic programs in a federated arrangement directed by the dean of library services. The General Library, with a collection of over 1.3 million vols., is a member of the Association of Research Libraries and the AMIGOS bibliographic utility. The collection is located in Zimmerman Library and 4 branches. The General Library utilizes the LS/2 circulation system, INNOVACQ acquisitions and serials control system, and Carlyle online catalog. The library is administered and managed by the dean, associate dean, and the library management team which also the library management team which also includes the directors of the branch libraries and centers and heads of departments. The management team makes broad operational, personnel, and budgetary decisions while leaving considerable latitude to department heads in managing their departments. The University of New Mexico main campus has an enrollment of 24,500 and employs 1,400 faculty and 3,800 staff. The institution serves a multicultural state and the student body is one of the most ethnically diverse in the nation. UNM offers 54 master's degrees and 35 doctoral and professional degrees. Salary is negotiable from \$35,000. This is a 12-mo., tenure-track, faculty position. Rank is negotiable from Assistant Professor. It is assumed that the incumbent in the position will comply with the policies of the Faculty Handbook including research, publication, and service to the profession and community. Applications received by Sept. 1 will be given first consideration. Position is contingent on

University of Oregon Manuscripts Curator

RANK: Assistant Professor or higher (renewable, fixed-term appointment).

DUTIES AND RESPONSIBILITIES: Entry-level position. Under the general direction of the curator of special collections, administers the manuscript collection, with responsibility for acquisition, arrangement, description, OCLC/AMC cataloging, preservation, security, and use of over 2,000 manuscript collections with subject strengths including Oregon history and culture, children's authors and illustrators, conservative and libertarian movements of the mid-20th century, popular fiction writers, missionaries to foreign countries, and women in society. Develops written policy statements and procedural guidelines for the collections; provides reference service and user education; prepares exhibits, presentations, and publicity materials; supervises one full-time support staff person and student assistants in processing; develops automated processes for descriptive and administrative functions; and assists in the general administration of the department. May participate in the library instruction program. Other related duties as assigned.

QUALIFICATIONS required: MLS from an ALA-accredited library school and/or graduate degree in appropriate subject area; formal training in manuscripts administration; familiarity and experience with the AMC MARC format of cataloging; excellent oral and written communication skills; and ability to work successfully with library and university faculty and staff, and with researchers and prospective donors inside and outside the university community.

SALARY: \$20,000 minimum for 12-mo. appointment (faculty status). Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross-Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University of Oregon Library is an ARL library with current holdings of approximately 1.8 million volumes and over 21,000 serial subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

APPLICATION DEADLINE: To be fully considered, applications must be received by 5 pm, Aug. 31. Position available immediately.

TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to: Ms. Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-686-3056; Fax: 503-686-3094.

The University of Oregon is an equal-opportunity, affirmative-action institution. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

available funds. Recruitment will continue until position is filled. Submit a resume (including names, addresses, and phone numbers for at least 3 references) and a letter of application to: Rita Critchfield, Personnel Office, General Library, University of New Mexico, Albuquerque, NM 87131. UNM is an equalemployment-opportunity, affirmative-action employer.

Gift books librarian. Responsible for enhancing a book donor program; acknowledgment, evaluation, and placement of donated materials; managing duplicate book exchange program; and selection of memorial requests. Shares professional coverage in reference and public services, including weekend and evening rotation. REQUIREMENTS INCLUDE ALA-accredited MLS and demonstrated ability to use OCLC and Dialog. Minimum salary: \$19,000. Excellent benefit package. This is a 12-mo., faculty-rank position. Available immediately. Send letter of application and resume by Aug. 15 to: Director of Personnel, Gannon University, University Square, Erie, PA 16541. Gannon University is a selectively comprehensive Catholic teaching university with 4,500 students engaged in 55 undergraduate and 10 graduate programs, and is an equal-opportunity, affirmative-action employer.

Government publications librarians (2 positions), San Diego State University Library. RESPONSIBILITIES: 1) U.S. specialist. Serve at government publications reference desk, including rotating evening and weekend duty. May include occasional service at general reference desk. Participate in full range of public services activities including computer searching, library instruction, and preparation of library guides. Select materials in assigned subject area(s) in addition to U.S. publications. Assist with coordinating and maintaining government information in electronic formats. Participate in local cataloging

of U.S. publications and in planning for their inclusion in an INNOPAC online catalog. May be assigned to develop a local documents collection. Participate in committee work and perform other duties as assigned. 2) U.N. specialist. Serve at government publications reference desk, including rotating evening and weekend duty. May include occasional service at general reference desk. Participate in full range of public services activities including computer searching, library instruction, and preparation of library guides. Select materials in assigned subject area(s) in addition to U.N. publications. Responsible for maintenance of U.N. collection, including cataloging and supervision of processing. Participate in planning for inclusion of U.N. publications in an INNOPAC online catalog. Participate in committee work and perform other duties as assigned. QUALIFICATIONS: MLS or equivalent from ALA-accredited school required. Demonstrated commitment to public service with excellent interpersonal and communication skills. Desirable qualifications: experience with government publications, cataloging (including familiarity with AACR2 and MARC format), computer searching, and collection development. Full-time, tenure-track, faculty positions. Rank of Senior Assistant Librarian or Associate Librarian. Salary range is \$31,680-\$55,548. Reappointment, promotion, and tenure require evidence of continuing professional development. Desired starting date: Oct. 1. APPLICATION DATE: The Appointment Committee will begin screening applications on Sept. 1. Applications will be taken until the position is filled but should be received as early as possible to ensure full consideration. Please submit letter of application with resume and names of at least 3 references to: Gerald D. Palsson, Associate University Librarian for Administrative Services, Ref.: GOV, San Diego State University Library, San Diego, CA 92182-0511. Please note on your application which position you are applying for. SDSU is an affirmative-action, equal-opportunity,

Head, catalog and database maintenance section. Responsible to the head of the cataloging department for the supervision of 7 support staff in the maintenance of the NOTIS online bibliographic database, shelflist, online authority files. Responsible for the accuracy of headings added to the online catalog, for advising on name and subject authority questions, and for communication with other library units on matters relating to bibliographic records. Participates in department planning and may do original cataloging. QUALIFICA-TIONS: Master's of library science from ALA-accredited school; a knowledge of LC classification schedules and subject headings, AACR2, MARC formats, and OCLC; at least one yr.'s relevant experience in an academic library cataloging department, a working knowledge of at least one foreign language, and some supervisory experience. Familiarity with authority work and experience with online catalog desirable. Should have good communication skills. Salary: Dependent on qualifications, with a \$25,000 minimum. Start date: as soon as possible. Send resume and references by Aug. 15 for ensured consideration to: Peggy Weissert, Library Personnel Officer, Theodore M. Hesburgh Library, University of Notre Dame, Notre Dame, IN 46556. An affirmative-action, equal-opportunity employer.

Head cataloger, College of Southern Idaho. Supervise small cataloging department; check work of 3 technicians; maintain authority files, policies manual, and monthly statistics. Do original cataloging (AACR2 & LC) when data not available from LC or online from WLN or RLIN. The job can include, if desired, the opportunity to teach basic cataloging to 2nd-yr. students. REQUIRES ALA-MLS, relevant experience, and genuine interest in cataloging. Starting salary \$23,000 plus excellent benefits, including free tuition for spouse and children. Position will remain open until filled. Send letter, resume, and names of 3 references to: William Beale, Library Director, College of Southern Idaho, Box 1238, Twin Falls, ID 83303. For more information about the position, college, and locality, please phone 208-733-9554 x291.

Head, humanities/social sciences reference. Permanent, 12-mo. position. Under the direction of the head, humanities/social sciences, and in consultation with divisional library faculty, plans, implements, and administers the programs and services for humanities/social sciences reference unit. Assesses user needs. Develops short- and long-range plans, including planning for the department for an addition to the library building and the resulting move of reference services. Responsible for scheduling reference desk hours. Develops and manages the Holland Library reference collection. Prepares unit budget requests and monitors budget allocations. Plans for the collection of statis-tics and prepares analytical reports. Shares supervision of unit classified staff with collection development coordinators. Provides direct reference service to patrons. Participates in the libraries' user education program. Performs collection development and liaison activities in assigned subject areas. RE-QUIRED: ALA-accredited MLS or its foreign equivalent; substantial reference experience in the humanities and social sciences in an academic library, including managerial responsibilities; proven interpersonal relations and communications skills. Demonstrated evidence of leadership. *Preferred:* Online search services experience; experience in the application of microcomputer and other technologies to reference services, including CD-ROMs. Experience in library user education; reference experience in business, documents, reference experience in business, documents, or law. RANK: Librarian II or III; tenure-track status. SALARY: \$19,740–\$27,492, commensurate with qualifications and experience. TIAA/CREF, broad insurance programs, 22 days; vecestion. days' vacation, 12 days/year sick leave.

Applications must be postmarked by Sept. 15. Send letter of application, resume, and names of 3 references to: Donna L. McCool, Assistant Director for Administrative Services, Libraries, Washington State University, Pullman, WA 99164-5610. WSU is an EO, AA educator and employer. Protected group members are encouraged to apply.

Head of public services. Ohio Wesleyan University, a selective, undergraduate, liberal arts college with an enrollment of 1,900, is seeking a dynamic and innovative librarian to fill the position of head of public services. The new head of public services will be offered the opportunity to make a major impact on services, to advance our planning and evaluation process, and to participate in the radical restructuring of the library. The head of public services is responsible for the management, development, and supervision of staff and services of the following units: circulation, reference, instruction, online searching, interlibrary loan, government publications access, and the audiovisual center and 3 branch libraries. Staff responsible for the library's role in campus microcomputer services also report to the head of public services. This position supervises 10 staff members (3 librarians, 3 full-time and 4 part-time support staff), and works with staff from other library departments who devote time to public services. The head of public services is a member of the library management team and will actively participate in 2 major ongoing initiatives: continued implementation of an integrated library system (LS/2000), and integration of the "teaching library" philosophy into all aspects of library services. Additional duties include: staffing the reference desk, including some nights and weekends; and service as a liaison to faculty departments for the page liaison to faculty departments for the purpose of collection development, instruction, and online searching. Ohio Wesleyan University offers the collegial atmosphere of a liberal arts college with 22 majors, in a town of 19,000 located close to Columbus. The college is committed to supporting cultural diversity and community service as well as academic excellence in the service as well as academic excellence in the student body. The library has a collection of over 430,000 vols, with a strong rare book collection and one of the country's oldest federal depositories. The main library, branches, and AV center are linked by an integrated online catalog and circulation system and an activist approach to library services. QUALIFICATIONS: Master's degree in library science from an ALA-accredited program; minimum of 5 yrs.' experience in providing public services with progressively increasing responsibilities and demonstrated skills in planning, supervisory, communication, and staff development skills; and a strong user-oriented philosophy. Experience in teaching, microcomputer applications and/or automated library systems, and educational technology highly desirable. A 2nd master's degree, background in science or social science preferred but not essential. 12-mo. librarian/ faculty appointment, salary range in the mid-\$30s. Applications will be accepted until Aug. 15. The position will be filled as soon as possible. Send letter of application, resume, a statement of personal public service and management philosophy (no more than 2 pages, please), and 3 letters of reference to: Kathleen Weibel, Director of Libraries, **Ohio** Wesleyan University, Delaware, OH 43015. Ohio Wesleyan University actively encourages the applications of women and minorities. The college is an equal-opportunity, affirmativeaction employer.

Head, systems & operations, to manage bibliographic control, acquisitions, collection development, serials, and automated services with 4 professional and 8 paraprofessional staff. QUALIFICATIONS: ALA-accredited MLS, 3 yrs.' experience in technical services with evidence of increasing supervisory responsibility, and good communication skills are required. Knowledge of LCSH, LC class., AACR2, and MARC formats, and experience

University of Oregon Library Director, Instructional Media Center

RANK: Associate Professor or higher (renewable, fixed-term appointment).

DUTIES AND RESPONSIBILITIES: Reports to the university librarian. Develops and coordinates policies, procedures, objectives, and goals for the instructional media center, which includes audiovisual equipment delivery scheduling and repair, film programming, instructional television, and graphic arts service for the university community. The instructional media center and graphic arts service divisions employ 2 FTE professionals (assistant director, IMC, and head, graphic arts service), and 11.25 FTE support staff, as well as student assistants. May represent the library in discussions with academic departments, other university offices, governmental agencies, other educational institutions, and the community at large. May serve on library and university committees. May participate in library instruction and collection development programs. Performs special projects as assigned.

QUALIFICATIONS required: Graduate degree in instructional technology; minimum 3–5 yrs. professional experience in an academic instructional media/technology center; excellent oral and written communication skills; positive public relations experience; supervisory experience; demonstrated leadership qualities; and ability to work successfully with library and university staff at all levels. Desired: Record of achievement in national professional associations.

SALARY: \$30,000-\$35,000 for 12-mo. appointment (faculty status). Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross-Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University of Oregon Library is an ARL library with current holdings of approximately 1.8 million volumes and over 21,000 serial subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

APPLICATION DEADLINE: To be fully considered, applications must be received by 5 pm, Aug. 31. Position available immediately.

TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to: Ms. Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-686-3056; Fax: 503-686-3094.

The University of Oregon is an equal-opportunity, affirmative-action institution. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

with OCLC and automated library systems are desirable. Tenure-track faculty appointment on 12-mo. basis with 20 days' annual leave and competitive standard benefits with \$26,000 minimum salary. Apply by Sept 15 with letter, resume, and names and addresses of 3 references to: Dean of the Library, Library and Resource Center, Auburn University at Montgomery, 7300 University Dr., Montgomery, AL 36117-3596; 205-244-9200. AUM is an EEO, AA employer.

Humanities and social sciences reference librarian and selector, University of Florida. RESPONSIBILITIES: Participates in the humanities and social sciences reference program, including reference desk assistance, online searching, instruction, and collection management; works with the reference management group to design and implement programs; works closely with selectors and bibliographers to ensure coordination of services and assumes selection responsibility for a particular discipline in the humanities or social sciences. REQUIREMENTS: ALA-accredited MLS; bachelor's or master's degree in a social sciences or humanities field; excellent communications and interpersonal skills. Preferred: Academic background in African or East Asian languages, classics, or recreation and travel. Salary: \$22,500 minimum for 12 mos. Benefits: faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. Send letter of application with resume and names, addresses, and phone numbers of 3 professional references by Aug. 31 to: Lynn Badger, 212 Library West, University of Florida, Gainesville, FL 32611. UF is an EEO employer actively seeking minority applicants.

Information services specialist. RESPONSI-BLE FOR adaptive and some original cataloging of print and nonprint materials for a branch instructional media center and main campus library. Duties include reclassification and name and subject authority work. The position entails the supervision of 2 part-time clerical employees and several work study students. Candidate should have at least 2 yrs.' professional cataloging experience or 5 yrs.' significant paraprofessional cataloging experience. Cataloging experience in academic library environment is preferred. Candidate should be familiar with OCLC's CAT ME and CAT CD450. Experience with DRA or another MARC-based local system is preferred. Candidate must be flexible and have the ability to work independently and effectively in a rapidly changing environment. The successful candidate will also have some reference, bibliographic instruction, and collection development responsibilities. MLS from an ALA-accredited library school is required. \$20,000 minimum salary. Forward letter of application and resume to: Dean of Human Resources, Mohawk Valley Community College, 1101 Sherman Dr., Utica, NY 13501. Mohawk Valley Community college is an affirmative-action, equal-opportunity employer. Women, minorities, and handicapped persons are encouraged to apply.

Librarian I, bibliographer for the life sciences, University of Maryland College Park Libraries (search reopened). The University of Maryland College Park Libraries invite nominations and applications for a Librarian I, bibliographer for the life sciences. RESPON-SIBILITIES: Provide direct support for campus curricula, teaching, and research by developing library collections in: animal sciences, botany, zoology, biology, and agricultural sciences. Nature of collection development work includes: analysis of collections for strengths and weaknesses; formulation and application of collecting policies; monitoring of expenditures; developing and maintaining close working relationships with faculty and other users, with the book trade world, and with other library employees; coordinating collection management activities of selectors in allied disciplines. The UMCP Libraries is an ARL member. QUALIFICATIONS required: MLS from an ALA-accredited program. Graduate degree in one of the subject areas

described above. Working knowledge of one of the following languages: French, German, Italian, Russian, or Spanish. *EXPERIENCE required*: Minimum 3 yrs. professional library experience, preferably in collection development. *Preferred*: Collection development experience in ARL library, including collection analysis and collection development policy formulation and application; work experience in dealing with the book trade; demonstrated ability to deal successfully with a broad range of library functions; ability to interact effectively with library staff and diverse clientele, and ability to communicate effectively in oral and written form. *SALARY*: \$28,220—\$39,405. Salary commensurate with experience. Excellent fringe benefits. For full consideration, submit resume and names/addresses of 3 references by Oct. 2 to: Marjorie Simon, Library Personnel Office, McKeldin Library,

University of Maryland, College Park, MD 20742-7011. The University of Maryland is an affirmative-action, equal-opportunity employer.

Library automation analyst. Salary: \$25,000-\$32,500/fiscal year. Participates in analysis, design, coding, and other programming tasks needed to develop and maintain computerized systems for the library at the University of Kansas. REQUIRED QUALIFICATIONS: 1) Bachelor's degree from an accredited 4-year college; 2) one of the following: a) ALA-accredited MLS, b) one yr.'s professional-level experience in a library environment, c) 2 yrs.' programming experience with at least one year on a library computer system; 3) experience with computer programming, whether through coursework, self-instruction, or job experience; and 4) good communication skills. Full job descrip-

tion available. *DEADLINE:* Applications reviewed biweekly until Sept. 12. Earlier applications will be given first consideration. Send cover letter and resume with names and addresses of 3 references to: Ruth Hurst, Personnel Coordinator, Computer Center, University of Kansas, Lawrence, KS 66045. EO. AA employer.

Library/learning center director. The University of Wisconsin–Parkside, one of 13 degree-granting campuses in the distinguished University of Wisconsin System, seeks a library/learning center director. The library/learning center has a commitment to facilitating faculty and student research, a strong service orientation, and a nationally known program of bibliographic instruction. In addition to the traditional areas of technical services and public services, the library includes the ar-chives and area research center and the media services division, which is responsible for the production of instructional materials as well as the maintenance and scheduling of equipment. The library now operates an LS/ 2000 automated library system and is in the process of implementing acquisitions and serials control modules. The library/learning center has 11 professionals, 12 support staff, and 65 student employees. The collection includes 347,000 vols., 770,000 units of microforms, and 17,000 audiovisual titles. The 1988-89 budget is approximately \$1.15 million. In this time of unprecedented change in academic libraries, the position of director offers exciting challenges and opportunities calling for leadership, initiative, and foresight. Candidates for the position should have an MLS degree from an ALA-accredited library school. Also required is expertise in key administrative activities such as planning, budgeting, and personnel management; en-thusiasm for and commitment to flexibility and creativity in adjusting library resources to UW-Parkside's distinctive mission, which entails meeting the needs of both a nontraditional student body and a research-oriented faculty; a thorough knowledge of current develop ments in library technology and systems; and the ability to work effectively with all segments of the university and with other libraries in the UW system and the region. Significant activity with professional library associations and a publication record are desirable. The director reports directly to the vice chancellor. Salary is negotiable, dependent on experience and qualifications, with a range of \$46,000-\$52,000. Qualified candidates should send a letter of application, a complete resume, and the names, addresses, and telephone numbers of 4 references by Sept. 1 to: Donald D. Kummings, Chair, Library/Learning Center Search and Screen Committee, University of Wisconsin-Parkside, Kenosha, WI 53141-2000. Late submissions will be considered if a suitable candidate pool is not identified by the deadline. Effective starting date is January 1990, or as soon as possible thereafter. UW-Parkside is an equal-opportunity, affirmative-action institution.

Map librarian (new position). Reports to the head, reference and information services. RESPONSIBLE FOR managing the operations of the map collection located in the Hoskins branch library. The map collection contains over 350,000 maps. Primary responsibilities will include the provision of reference service for the unit, including database searching and bibliographic instruction; supervision of 2 full-time staff and student assistants; collection development; liaison with faculty; and assistance with cataloging and classification of cartographic materials. There will be a close liaison with the documents/microforms area. REQUIRED QUALIFICA-TIONS: ALA-accredited MLS degree; effective oral and written communication skills; a good public service attitude; and evidence of ability to work well with faculty, students, and staff.

LEADS continued on p. 667

Circulation Librarian

Responsibilities: Manage all Circulation Department and reserve collection operations; supervise 12 (7.75 FTE) library specialists; monitor library access, security, and use; interpret and apply library regulations; maintain complex departmental manuals; prepare written correspondence, forms, and procedures; provide reference desk assistance as a member of the library's reference services team; and plan for the eventual automation of circulation activities. Requirements: MLS or equivalent training and experience; knowledge of library circulation work and previous experience in a public service area; demonstrated administrative and managerial abilities; successful supervisory experience; familiarity with automated circulation systems and academic/business library procedures; effective oral and written communication skills; superior public relations skills; ability to exercise independent judgment, while accepting direction and guidance; and willingness to work some evenings, weekends and holidays. Rank: Assistant or Associate Librarian. Salary: \$29,000 to \$40,000, depending on qualifications and rank. (Refer to Search Committee "C".)

Reference Librarian

Responsibilities: As a member of the library's reference services team, perform direct reference service and participate in related reference activities; organize and maintain reference collections and equipment; prepare informational guides; participate in library orientation programs; interpret and apply library regulations; maintain complex departmental manuals; and prepare written correspondence, forms, and procedures. Requirements: MLS or equivalent training and experience; extensive knowledge of business and economics library reference sources; successful experience with providing direct reference assistance, including interlibrary loan work and on-line database searching; familiarity with academic/business library procedures; effective oral and written communication skills; superior public relations skills; ability to exercise independent judgement, while accepting direction and guidance; and willingness to work some evenings, weekends and holidays. Rank: Assistant or Associate Librarian. Salary: \$29,000 to \$40,000, depending on qualifications and rank. (Refer to Search Committee R1.)

Candidate should send a letter of application, full resume, related documents, and names of references to: J. Hugh Jackson Library, Graduate School of Business, (refer to correct Search Committee) Stanford University, Stanford, CA 94305-5016. EEO/AAE.

STANFORD UNIVERSITY



American Libraries/LEADS Summer School

Management for tough times

Savvy managers can tough out budget cuts by leveraging with limited resources

by Sarah Ann Long and Donald J. Sager

Lesson II: Making ends meet

AST MONTH, WE DESCRIBED A NUMBER of budgeting procedures, and how a library administrator could creatively use them to improve the efficiency of library service in tough times. This month we will look back, to compare how yesterday's libraries faced financial adversity with approaches libraries use today. We will conclude with some principles of reduction budgeting, and how library managers can best implement them.

The Great Depression comes immediately to mind when librarians think of tough times for libraries, particularly if one is old enough to be a child of the Depression. Those who lived through this period are forever affected by it.

The Depression was both the worst of times and the best of times for libraries. Despite pay cuts and no money for books, circulation was never higher. Reading rooms were jammed. Librarians did not have to worry about outreach or publicity. People eagerly flocked to libraries, where they could keep warm, and if they couldn't find food there, they at least found intellectual sustenance.

On the other hand, some libraries closed. In Mobile, Ala., the city closed its recently constructed new central library due to lack of adequate tax support. But Mobile Librarian Emma C. Harris wouldn't accept that action. Using her small personal income, some occasional assistance from

Between them, authors Sarah Ann Long and Donald J. Sager have some 48 years of library management experience in good times and bad. Currently, Long heads the Multnomah County (Oreg.) Library and Sager is Milwaukee (Wis.) city librarian and director of the Milwaukee County Federated Library System.

Their two-lesson course launches AL's new "Summer School" feature, a yearly brush-up on timely matters in librarianship. For participants' edification only, AL summer school requires no registration and offers neither CE credits nor certificates. Lesson one appeared last month.

a retired handyman, and student help, she operated the library herself, paying the light and coal bills out of her own pocket. The city was finally shamed into reinstating fiscal support for the library.

Emma Harris lived to be 102 and regularly worked a public service desk on Mobile Public Library's main floor into her 90s. Tough people, these librarians.

Librarians resorted to all sorts of fundraising schemes during the Depression. Cleveland Public Library sponsored "overdue weeks" for which librarians encouraged patrons who could afford it to keep books beyond their due date so the library could collect an extra 12 cents per week in fines. Many of the tried-and-true fundraising techniques libraries use today—the book sales and socials—originated during the Depression.

Hanging tough

This was also a time when many attacks were directed at libraries and intellectual freedom. Tough times breed these sorts of reactions; extremists emerge with simplistic solutions and scapegoats to blame for complex problems. All too many people may clutch desperately at these notions. ALA responded in 1939 by issuing the Library Bill of Rights, another product of tough times.

In the face of financial hardships, President Franklin D. Roosevelt started a wide range of programs aimed at recovery. One, the Works Progress Administration (WPA), was born in 1934 and until its demise in 1943, put to work hundreds of thousands of people. Many found themselves with a paying job in a library. In this way, many women and men who have molded our profession entered librarianship in those tough times.

Thanks to FDR's New Deal initiatives, library buildings were repaired, collections were inventoried, indexes were developed, and an array of library projects never before possible emerged nationwide. Outreach programs had their beginnings then. Librarians on pack horses brought books

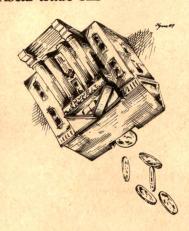
into the hollows of West Virginia and Appalachia. Deposit collections appeared in barber shops and country stores, among other spots in rural America, whetting people's appetite for more.

World War II interrupted these efforts, and America knuckled down to preserve democracy. But the seeds planted during these tough times were to reemerge in the late 1950s and 1960s. The Library Services Act, eventually to become the Library Services and Construction Act (LSCA), was established to bring permanent library services to those rural areas that first tasted service via WPA-funded book deposits. President Lyndon Johnson, who began his political career during the Depression, remodeled FDR's programs and launched a Great Society campaign which benefitted libraries of all types throughout the U.S.

Because the Reagan administration lacked enthusiasm for outreach, many of those programs have since gone the way of the hula hoop. Today's emphasis is on automation to improve productivity and eliminate tax-supported jobs. Library solvency, once again, has become a matter of local concern and support, and philanthropic interest is welcome once more.

Tough times have come again to many communities, and libraries have not been exempt. Rustbelt cities like Pittsburgh, Chicago, and Detroit have undergone fiscal surgery, losing positions and ending many programs which originated as LSCA grants. Even the Sunbelt is not immune, as plummeting oil prices have proved. Several years ago New Orleans was faced with the prospect of closing all its branch libraries until local businesspeople stepped in to contribute essential support. Dallas Public Library director Patrick O'Brien wrote of the steps he had to take to eliminate \$1 million in jobs, materials, and services from DPL's FY 1986–87 budget ("Reduction Redux: The Dallas Budget Story," *The Bottom Line* [1988, 2, 5–7]).

Fiscal trade-offs



Librarians have developed some new twists on coping with tough times. Caught between the fiscal reality of budget cuts and the political realities that often prevent branch closings in ghetto neighborhoods, some cities have resorted to pairing branches. Assigning the staff that

serves one agency to serve in two, library managers can alternate closings at the two facilities.

In the early 1980s Rochester (N.Y.) Public Library instituted such a staff-sharing program in which its Lincoln and Hudson branches shared a director, a children's librarian,

and various line staffers. The team opened, operated, and closed one library and then moved on to open, operate, and close the second library. Of course, each library was open fewer hours than it had been prior to the staff-sharing program.

Automation has emerged as a device to eliminate even the lowest-paying jobs in city after city. While many herald automation as their libraries' arrival in the 20th century, its advent has cast a cloud over staff morale as libraries, of necessity, pay the conversion bills by lowering personnel costs.

Some librarians have managed to preserve their book budgets with creative bookkeeping. Some cities no longer purchase materials out of the operating budget, but reclassify acquisitions as "capital equipment" like fire engines or waste water plants. Bonds are issued, and future generations are left with the responsibility to pay for them.

To spread the costs and benefits of library service, some libraries are converting to special districts, often metropolitan or multicounty. While communities often oppose metropolitan government and special taxing districts, libraries appear to be gaining fiscal support at the polls more frequently than losing. Witness recent victories in Yuma County, Ariz., Estes Park, Colo., and Oakwood Township, Ill., where voters affirmed public funding for library service. Libraries consume so relatively small a portion of the public's tax dollar that most of the time taxpayers are agreeable to spending more for library service.

Despite these new fiscal twists, many libraries still face tough times pretty much as they always have—with job freezes, book budget cuts, layoffs, agency closings, reduced hours, and salary freezes or reductions. In the typical public library, salaries and books comprise 70–90% of the budget, usually the only expenditures that aren't fixed costs. No administrator would dream of cutting the computer maintenance budget instead.

Principled reductions

How can librarians best use the principles of reduction budgeting? The answers cannot be found in any business text, nor can any great entrepreneur be quoted. It is not that business and industrial leaders lack valuable experience to share. However, they have a different goal, and that is profit. The goal of libraries is to inform, educate, and enrich, and that requires different fiscal strategies.

In coping with tough times, librarians need an approach different from the for-profit sector's. We recommend the following:

\$ Know your library's departments and operations well enough to identify wasted effort and duplication. Many will deny having any waste. We disagree. We all retain on our staffs those individuals we tolerate because they are nearing retirement, or because we want to avoid the pain of building a case for dismissal. There are also those people we have promoted out of posts where they had been causing public relations problems or were bad managers. We have those

Jim Flynr

wasteful procedures that staff insist on maintaining for various reasons.

But when budget cuts descend, a good library administrator can no longer afford the luxury of playing Mr. Nice Guy and looking the other way. If an administrator doesn't make those needed changes, i.e., eliminate unnecessary positions and wasteful procedures, then that administrator should go. A library cannot survive without an effective manager willing to risk making unpopular changes.

\$ Freeze vacancies if the institution's funding authority orders a cut. A hiring freeze is the most painless way of saving money, and the library can maintain basic service as long as the administrator retains the flexibility to shift staff. Always hire people to the library system, never to a specific position or location. The time gained by freezing posts will allow the administrator to determine whether there is another way to handle the workload. For example, cataloging tasks might be reorganized so that three catalogers can do the work of four, if a paraprofessional is assigned copy cataloging duties.

Capital savings

\$ Halt equipment purchases. So somebody has to live with an old desk for another year! Consider reupholstering that office chair, rather than replacing it. Some of the older office and library furniture is often better constructed than the equipment available today. Ten years ago the Milwaukee Public Library sold off hundreds of wood Windsor chairs at \$2 each because they looked old fashioned. Today chairs of comparable quality and beauty would cost \$200 each.

\$ Cancel those maintenance contracts. The library will soon save enough to buy spares. That advice also goes for a good percentage of computer maintenance contracts. Though vendors will proclaim they are the only ones able to maintain your computer equipment, that is often untrue.

"No one likes to play God, to have to decide which of your 'children' will starve. But the truth... is that *all* your children will starve unless you make that tough choice."

Ninety percent of computer maintenance cost is labor—the technician for which the library pays out \$45 per hour. Of that amount, the technician may receive \$10-\$15 per hour. The balance goes to the vendor to cover "overhead," such as all those cocktail parties at library conventions.

The fact of the matter is that the real profit in computers isn't in their initial sale, but in the maintenance agreements. Remember, razor blade makers used to give razors away, so that people would have to buy their razor blades.

In 1988 the Milwaukee County Federated Library System ended its service agreement for computer terminals. Instead the library bought spare parts and hired junior and senior engineering students from several of the local universities. The result: Maintenance costs were cut in half, the library received better service, and there was a substantial reduction in down time.

We're not suggesting that every library cancel all of its service agreements; Milwaukee's CPU was left on a maintenance contract. However, service contracts are not a fixed expense, and they should be carefully reviewed if your library faces tough times.

\$ Eliminate or postpone purchase of supplies. Libraries consume a tremendous amount of supplies, and most have a large number of forms. Consider establishing a forms control program. If your library is computerized, aim for a paperless system. You may not save big dollars, but you will go a long way toward making staff cost-conscious.

Both a boon and bane to our society is the photocopy machine, which allows us to "copy" everyone all too easily. It's not the paper that's so costly; it's those \$300-\$400 filing cabinets the staff needs to hold the growing paper trail.

Remember all those old jokes about places where staff had to turn in the stubs of their pencils before they could get a new one? Well, those same employees thought twice before instituting any duplicative programs.

Value-added cuts

If you are forced to reduce staff, start with part-time personnel.

Someone will immediately protest: "What! And have our professional staff shelve books?" No. If necessary, the clerical staff can handle such tasks.

Even though paraprofessionals may be



more highly paid than student help paid at the minimum wage, our experience has been that student assistants are the least efficient component of the library work force. The turnover among them is dreadful, they require constant training and supervision, their rate of absenteeism is much higher, and they're not available when the library needs them.

We do not suggest that libraries fire all their part-time help. We do suggest reducing part-timers if your library must cut personnel and optimize use of the remaining staff. Besides, if the mayor's daughter is the first to be let go, your action may bring the gravity of the situation home!

\$ Consider contracting out some of the library's operations. Explore custodial and delivery services, preprocessed materials, even a facilities management program for library computer operations.

This advice may sound like heresy when the federal gov-

ernment is contracting out entire library operations. However, if it works for libraries as a whole, it also may work for parts of a library operation.

There are certainly potential hazards, and the administrator who considers buying services must be able to draft tight specifications and negotiate sharply. Still, given the choice between shutting down major units or contracting out some of your institution's supportive services, you might find the latter to be an alternative worth considering.

In September 1982 Multnomah County (Oreg.) Library was asked to operate at 96% of its approved FY 1982–83 budget. To cope, library managers contracted out janitorial services and saved approximately \$50,000.

Benign fees

\$ Consider user fees. Again, many will consider this heresy. The truth of the matter is that user fees give the library the option of starting or maintaining desirable programs. For example, many libraries support large videotape programs through user fees though they may never have gained tax support to fund them. Other libraries may offer rental

"Critics of fees often argue that introducing a few will lead public officials to demand fees for everything. They will demand them anyway..."

art, photocopy machines, or specialized business services.

Not every service lends itself to fees, of course, and we're not suggesting that libraries meter basic services as local communities define them. However, fees deserve a library administration's consideration before it denies the public access to a desirable service for lack of tax funds.

In 1982 Baltimore County (Md.) Public Library came out of budget negotiations with an operating budget increased by 8%. But inflation, eating away at the book budget, prompted library officials to hike existing fees and impose new ones, in order to balance the budget and maintain services. To raise \$85,000, BCPL collected \$10 for public use of branch meeting rooms, \$2 "donations" on videocassette loans at some branches, 25¢ to transfer a book from one branch to another, and 50¢ to process lost books and for book reservations, and it raised the overdue fine to 11¢ per day. The extra income made the difference.

Critics of fees often argue that introducing a few will lead public officials to demand fees for everything. They will demand them anyway, whether or not the library establishes fees for selected services. The library's best defense is to assess fees where they are merited or feasible, and to demonstrate why they're not proper for basic services.

\$ Cooperate. Librarians give interlibrary cooperation a lot of lip service in this profession, but they share resources only when pressed. That's why interlibrary loan represents only 1% of total circulation.

When we put our minds to it, librarians can save considerable time and money. Witness the success of OCLC, if anyone needs an example. In 15 years OCLC has 6,000 members and grosses \$85 million annually, besides saving libraries millions of dollars through cooperative cataloging.

Librarians also need to consider other cooperative partners besides other libraries. For example, many library I&R services would greatly benefit from closer cooperation with United Way agencies by sharing information and contacts.

In the late 1970s, seven libraries in the Denver area started Cooperative Library Acquisitions (COLA) to acquire expensive and esoteric items that only one library in the area need own. Each year members contribute to the project a pro rata share of their materials budget. Members also draw up a wish list of materials costing over \$1,000. One such cooperative purchase was the *Gmelin Handbuch der Anorganischen Chemie*, a prestigious German chemical reference work.

In COLA's first two years, members saved an estimated \$200,000-plus. As a by-product of the cooperative venture, members checking holdings elsewhere in Colorado found that other libraries already owned many items on the wish list

\$ Last but not least, when you must make cuts, eliminate programs and resist the temptation to cut across the board. The latter process will lead your library to mediocrity, lowering the quality of the entire system.

No one likes to play God, to have to decide which of your "children" will starve. But the truth of the matter is that *all* your children will starve unless you make that tough choice.

Reduction etiquette

Having chosen your approach, how do you implement these steps when your library faces tough times?

- ► By using participatory techniques, involving those who will have to implement a reduction or change;
- ► By carefully planning the change, phasing it in gradually, and through attrition and transfer;
- ► With ample communication to staff and the public. It is as important to proceed carefully when changing or ending a program as when starting a new one.

There are also some pitfalls to avoid:

- ▶ Don't blame the policymakers. They'll never forgive you, and it won't do any good anyway. A wise administrator can certainly inform the public that fiscal problems mandated a cut without singling out individuals to blame.
- ► Don't solve the library's financial problems with the materials budget. Remember the mission of your institution.
- ▶ Don't despair. It doesn't help, and every library needs firm leadership. In tough times the library board and staff will be looking to its administration to hold things together despite all obstacles. Remember that your creative leadership may turn fiscal constraint into positive changes that ultimately improve your library. □

Must have minimum of 2 yrs.' professional (post-MLS) library experience in public services, preferably in an academic library. Library faculty must meet university requirements for promotion and tenure. *Preferred qualifications:* Coursework in geography or a science or experience with maps, and a broad understanding of cartographic information sources. Supervisory experience. Experience with map cataloging. Reading knowledge of one or more foreign languages. Microcomputer experience. Tenure-track position. 24 days' annual leave, tuition remission, usual benefits. Assistant Professor rank. Salary \$25,000 minimum. Review of applications will begin Sept. 1, and will continue until the position is filled. Send letter of application, current resume, and names, addresses, and telephone numbers of 3 recent references to: Jill Keally, Personnel Librarian, University of Tennessee Lib., 1015 Volunteer Blvd., Knoxville, TN 37996-1000. UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Monographs order librarian. RESPON-SIBILITIES: Manages operations of monographs order department—8 full-time and several part-time employees who do preorder searching, order generation, receipt, and accounting for approximately 30,000 vols. per year. Works with selectors representing different subject areas in identifying, ordering, and processing new materials for the collection and with serials and cataloging in coordinating flow of materials and planning for adequate bibliographic access. Reports to head of acquisitions. REQUIRED: MLS from an ALA-accredited library school. Preferred: Acquisitions or book trade experience; supervisory experience; familiarity with automated library systems. Salary \$19,000 plus, commensurate with experience. Salt Lake City is situated in a dramatic mountain setting and offers an excellent quality of life. Hiking, camping, and river running are available in both mountain and desert red-rock country in summer. Outstanding alpine and nordic skiing in winter. Cultural opportunities include symphony, ballet, modern dance, chamber music, opera, theater, and arts films. Applications received by Aug. 31 will be given first consideration; applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or Placement Bureau address to: Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Physical sciences reference librarian/bibliographer. RESPONSIBLE FOR the library's collection development in assigned physical science disciplines. Provides service at information desk, including some weekend and evening hours. Participates in an active program of library instruction and computerized database searching in the disciplines of selection responsibility. REQUIRES an ALA-accredited master's degree and significant coursework in physical sciences or significant science reference experience. Excellent communication skills and strong service orientation essential. \$20,500 minimum salary depending on qualifications. Excellent benefits package including choice of retirement programs. The University of Houston Libraries holdings exceed 1.6 million volumes, with a materials budget of \$2.6 million and a total staff of 175. The library is a member of ARL. To ensure consideration, applications must be received by Aug. 31. Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, University of Houston Libraries, Houston, TX 77204-2091. Equalopportunity employer.

Rare books librarian. The Harvard Law School Library has a newly funded position for a rare books librarian. As a unit head in the library's special collections department, the

3 Reference Librarians University of Alabama Libraries

Reference Librarian (Instructor) Business Reference Librarian (Assistant Professor) Science and Engineering Reference Librarian (Assistant Professor)

RESPONSIBILITIES: To provide, under the supervision of the head of the reference department, the head of the Business Library, and the head of the Science and Engineering Library, a full range of services, including development and interpretation of the appropriate reference sources to the university community; subject-assigned collection development including faculty liaison, library user instruction, database and end-user searching and instruction; supervision of classified personnel and student assistants; and other duties as assigned. Some evening and weekend reference service required.

QUALIFICATIONS required: An MLS from a program accredited by ALA; in-depth knowledge of basic general and subject reference sources, and national and trade bibliographies; ability to work effectively with faculty, students, and library personnel at all levels; excellent oral and written communication skills; commitment to client-centered services.

Desired: Working knowledge of a foreign language; subject reference experience in a large academic or special library; experience in online searching, government documents, and bibliographic instruction; evidence of professional and/or scholarly activity. 2nd master's degree in relevant subject highly desirable.

SALARY AND BENEFITS: 12-mo., faculty rank, tenure-earning, strong benefits. Appointment of reference librarian will be at the Instructor level with a beginning salary of \$19,500. Appointment of the business reference librarian will be at the Assistant Professor level with a minimum salary of \$23,500. Appointment of the science and engineering reference librarian will be at the Assistant Professor level with a minimum salary of \$23,500.

PROJECTED STARTING DATE: Oct. 1 (negotiable).

TO APPLY: Applicants are invited to apply for one or more positions depending on credentials and interests. Send letter of application, resume, and names and addresses of 3 references by the application deadline of Aug. 20 to: Sondra Tucker, Libraries Personnel Officer, University of Alabama, Reference Librarian Searches, POB 870266, Tuscaloosa, AL 35487-0266.

The University of Alabama is an equal-opportunity, affirmative-action employer.

rare books librarian administers the library's extensive rare book collections, which comprise nearly 200,000 vols., including over 500 incunabula. The library's holdings are particularly strong in American, British, and Continental legal history but also contain unique holdings in Roman, Canon, Russian, Japanese, and international law. The strength of the Law Library's rare book holdings are maintained by special endowed funds for both acquisition and preservation. The library's resources include a general collection of 1.5 million books, a staff of 99 FTE, and an operating budget of \$5.5 million. The rare books librarian supervises 2 support staff members and several part-time and student workers; formulates collection development, cataloging, and preservation policies; inter-prets the unit's programs through exhibitions and publications; prepares specialized bibliographic descriptions of rare books for the library's cataloging staff; and provides reference services to faculty, students, and other researchers. The position reports to the department head), along with the manuscripts librarian and the curator of the art collection. *REQUIRED:* ALA-accredited MLS; knowledge of Latin and either French or German; at least 2 yrs.' supervisory experience in an academic law library; demonstrated the supervisory of the supervisory experience in an academic law library; demonstrated the supervisory of the supervisory experience in an academic law library; demonstrated the supervisory experience in an academic law library; demonstrated the supervisory experience in an academic law library; demonstrated the supervisory experience in an academic law library; demonstrated the supervisory experience in an academic law library; demonstrated the supervisory experience in an academic law library; along the supervisory experience in an academic law library; along the supervisory experience in an academic law library and supervisory experience in an academic law library experience in an academic law strated knowledge of rare book terminology and cataloging techniques; strong skills in oral and written communication. Preferred: Advanced degree in American or European history; experience with microcomputers, especially word processing; familiarity with the especially word processing; familiarity with the antiquarian book trade; strong commitment to professional growth and development. Salary: \$27,100-\$47,000, depending upon experience. Position is available immediately. Send resume including the names of 3 references to: Harry S. Martin III, Librarian & Professor of Law, Langdell Hall 307, Harvard Law School, Cambridge, MA 02138; 617-495-3170. Harvard University is an affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply and minorities are encouraged to apply.

Reference/access librarian, Assistant Professor, Plymouth State College, REFERENCE RESPONSIBILITIES INCLUDE: sharing reference desk coverage; bibliographic instruction; database searching; share in collection development; serve as faculty liaison and student advisor. ACCESS RESPONSIBILITIES INCLUDE: organization, staffing, operations of circulation desk. LS/2000 expected to go online January 1990. Reports to coordinator of public services. REQUIRED QUALIFICATIONS: ALA-accredited MLS; minimum of one yr.'s library experience; strong leadership; interpersonal, written, and oral communication skills. Also desired: reference experience in academic library; supervisory, teaching, and automated circulation experience (LS/2000 preferred). Salary range for full-time, tenuretrack position: \$21,000–\$26,000. Application review begins Aug. 23, and continues until position is filled. Submit application, resume, and 3 current letters of reference to: Philip C. Wei, College Librarian, Lamson Library, Plymouth State College, Plymouth, NH 03264. PSC is an AA, EEO.

Reference librarian. Bowling Green State University, a comprehensive university in n.w. Ohio, seeks a reference librarian. RESPON-SIBILITIES: Performs reference desk activities, including some night and weekend reference service; participates in library user education duties; conducts computer search interviews and online searches; participates in collection development and maintenance of reference collection; carries out collection development responsibilities. REQUIRED: ALA-accredited MLS, strong communication and interpersonal skills, service orientation. Salary and rank: Minimum of \$21,000 with excellent fringe benefits; rank of Assistant Professor. This is a 12-mo., tenure-track position. BGSU librarians enjoy full faculty status and privileges, which include the opportunity to participate in library and university governance. Review of applications will begin Sept. 1, and will continue until the

University Librarian University of Illinois at Chicago

The University of Illinois at Chicago, one of 2 campuses of the University of Illinois, is inviting applications and nominations for the position of university librarian. UIC is comprised of 15 colleges with 1,800 faculty and serves 25,000 students, 30% of whom are graduate and professional students.

Reporting directly to the vice chancellor for academic affairs, the university librarian is responsible for the leadership and administration of the University Library, consisting of the Main Library, the multisite Library of the Health Sciences, the Science Library, the Architecture and Art Library, and the Mathematics Library, with a collection of 1.6 million volumes, 18,000 serials, and 2.6 million other items including microforms, government documents, and maps.

Candidates for the position should have the following qualifications:

- An earned master's of library science from an ALA-accredited library school;
- A distinguished record of accomplishment in librarianship, in research, and in service to the profession to warrant appointment as a tenured full Professor;
- Demonstrable commitment to the ideals and principles of a Research I university;
- Leadership and commitment in planning for and applying contemporary and emerging technologies;
- Demonstrable commitment to working with the academic community to ensure responsive library service;
- Capacity for establishing beneficial developmental relationships with alumni, community, and business leaders, and private and governmental funding agencies;
- Demonstrable academic leadership and library management skills in a complex, multisite library:
- Evidence of ability to further relationships with campus constituencies, with libraries, and with associations and agencies at the local, state, regional, national, and international levels.

Salary range: \$70,000-\$95,000.

The Search Committee will begin screening Sept. 1, and will continue until the position is filled. Applications should be accompanied by the names and addresses of 5 references and a complete curriculum vitae. To ensure full consideration, applications should be received by Sept. 1 by:

Henri R. Manasse, Jr.

Chair, University Librarian Search Committee
c/o Office of Academic Affairs
2832 University, Hall, m/c 105
University of Illinois at Chicago
Box 4348
Chicago, IL 60680

The University of Illinois is an affirmative-action, equal-opportunity employer.

position is filled. Send letter of application, resume, and names, addresses, and phone nos. of 3 references to: Kathryn Thiede, Personnel Officer, Dean's Office, Jerome Library, Bowling Green State University, Bowling Green, OH 43403. BGSU is an AA, EOC employer. Minorities and women are encouraged to apply and to identify themselves for affirmative-action purposes.

Reference librarian and coordinator of faculty services. The Harvard Law School Library is seeking an experienced reference librarian to provide general reference services and to coordinate an expanded program of faculty research support. As a member of a 10-person reference unit, the reference librarian will provide reference and research services in law and law-related disciplines, in both conventional and electronic format. This is a new position, reporting to the head of the reference department. RESPONSIBILITIES WILL INCLUDE planning and coordinating the information and research needs of the faculty including current awareness services and document delivery, with special responsibility for implementing a faculty liaison program for over 100 faculty student assistants. Ongoing responsibilities include: providing research advice and support to students, faculty, and staff; participating in legal research instruction; preparing bibliographies; participating in the development and management of the Anglo-American collections; contributing to in-house orientation and training programs for reference staff and faculty assistants. The Harvard Law School Library serves over 100 faculty and 1,700 students of the Harvard Law School with a collection of 1.5 million books, a staff of 99 FTE, and an operating budget of \$5.5 million. REQUIRED: ALA-accredited MLS; sound knowledge of Anglo-American

legal and law-related resources in print and electronic media, as well as appropriate research methodology; ability to work harmoniously with colleagues, faculty, students, and other academic researchers in a busy and challenging atmosphere. *Preferred:* ABA-accredited JD, law-related graduate degree, or significant legal reference, research, and/or instructional experience in a large research library; advanced knowledge of computerassisted legal research systems; experience teaching legal research; demonstrated ability to serve as a contributing member of a team in a rapidly changing environment. Salary: \$29,400–\$47,000, depending on qualifications and experience. Generous benefits, including professional development support. Position is available immediately. Send resume including the names of 3 references to: Harry S. Martin III, Librarian & Professor of Law, Langdell Hall 307, Harvard Law School, Cambridge, MA 02138; 617-495-3170. Harvard University is an affirmative-action, equal-opportunity employer. Women and minorities encouraged to apply

Reference librarian for small, private, career-oriented liberal arts college. ALA-MLS. RE-SPONSIBILITIES INCLUDE desk service, library instruction, online searching, government publications, and collection development. Share day, evening, and Sunday hours. 12-mo., tenure-track position. \$20,000. Excellent benefits. Deadline: Aug. 15. Send resume and 3 references to: Susan M. Campbell, Library Director, Schmidt Library, York College of Pennsylvania, Country Club Rd., York, PA 17405-3426.

Reference librarian. MAJOR RESPON-SIBILITIES INCLUDE reference desk and related work; participation in an active program of bibliographic instruction; online searching, indexing projects, collection development, and serving as liaison to an academic department. *REQUIREMENTS*: Master's degree in library science or educational media. *Preferred*: Teaching and online searching experience. Aviation/technical background *NOT* required. Available immediately. Full-time position, Tues.—Sat. Salary: \$20,631. Position will remain open until filled by qualified applicant. Send letter of application, resume, and 3 references with phone numbers to: Embry-Riddle Aeronautical University, Office of Human Resources, Daytona Beach, FL 32114.

Reference librarian (new position). George Mason University, a rapidly growing university in the Washington, D.C., area, is seeking a reference librarian to provide liaison services (including online searching, bibliographic instruction, and collection development) to public affairs department. Also provides general reference desk service in highly automated environment. Serves as coordinator of interdisciplinary collection development, with emphasis on undergraduate collections. Coordinates publications of the reference department. ALA-acæedited MLS and some reference experience required. Experience with online searching, bibliographic instruction, and collection development preferred. Salary: \$24,000 (to \$32,000) and up, depending on qualifications. Position will remain open until a suitable candidate is found; reviewing of resumes will begin Aug. 20. Send cover letter and resume with names of 3 references to: Reference Librarian Search Committee, George Mason University, 4400 University Drive, Fairfax, VA 22030-4444. AA, EOE.

Reference librarian (new position). Valdosta State College Library has an opening for a general reference librarian with Assistant Professor rank. Tenure-track. 12-mo. contract with some evening and weekend work. Library staff of 41 includes 5 reference librarians. Duties include general reference service, bibliographic instruction, computer searching, and major responsibility for one or more related reference areas. REQUIRED: ALA-accredited MLS degree, 2–5 yrs. reference experience and good interpersonal skills. Prefered: Reference experience in an academic library; and experience in online database searching and collection development. Salary \$24,000. Appointment date Oct. 1. Valdosta State College, student population 7,000, is a senior unit of the University System of Georgia. This beautiful campus is located in a city of 42,000 in south Georgia. Send application letter, resume, and 3 letters of reference by Sept. 1 to: George R. Gaumond, Director, Valdosta State College Library, Valdosta GA 31698. Minorities and women are encouraged to apply. Valdosta State College is an equal-opportunity, affirmative-action employer.

Reference librarian. Position available Nov. 18. PRIMARY RESPONSIBILITIES INCLUDE participation in all reference services activities, including desk duty (night and weekend rotation), automated reference service (online database search, assistance with CD-ROM online catalog, etc.), bibliographic instruction, collection development for reference materials, preparation of guides and other handouts. Secondary responsibilities include assisting in coordination of online search services. QUALIFICATIONS required: ALA-MLS; 2nd master's for tenure; effective interpersonal and communication skills; experience in training in automated reference services, bibliographic instruction. Qualifications desired: Undergraduate or graduate degree in business or sciences. 12-mo., tenure-track. Salary: Minimum \$22,000. Review of applications begins Sept. 1 and continues until position filled. Please forward letter of application, credentials, and 3 letters of recommendation to: Phyllis Schmidt, Chair, Search

Committee, Forsyth Library, Fort Hays State University, 600 Park St., Hays, KS 67601-4099. FHSU is an EO, AAE.

Reference librarian. The University of Northern lowa has an immediate opening. The librarian in this position participates in a full range of reference duties including reference desk service, bibliographic instruction, computerized searching, and related assignments. Also serves as bibliographer in library's collection management program. One of 7.5 general reference positions. ALA-MLS and good interpersonal, written, and oral communications skills required. Reference coursework or experience required. A strong academic background in the humanities (excluding art and music) preferred. A 2nd master's degree or equivalent required for tenure. Work year consists of academic year—including summer session—plus 2 weeks. Off approximately 8 weeks per year. TIAA/CREF retirement plan and excellent fringe benefits. Salary: \$21,500 minimum. APPLICATION DEADLINE: Screening of applications will begin on Sept. 1, and will continue until the position is filled. Send letter of application, resume, transcripts, and names of 3 references to: Gerald Peterson, Chair, Search Committee, Donald O. Rod Library, University of Northern Iowa, Cedar Falls, IA 50613. UNI is an equal-opportunity educator and employer with a comprehensive plan for affirmative action.

Retrospective conversion and reclassification cataloger (temporary). Salary from \$20,000/12-mos., depending upon qualifications. A temporary faculty-level appointment for 12 mos. with possible extension. The individual in this position plans and directs the retrospective conversion of nonmachine-readable bibliographic records and the recataloging and reclassification of non-LC classified materials to LC classification, and cooperates in the development and implementation of collection development policy. RE-QUIRED: An ALA-accredited MLS; knowledge of technical library operations with special emphasis on principles of monographic cataloging using AACR2, LC classification, and LCSH; ability to supervise subordinates and to communicate library policies and procedures to appropriate personnel clearly and tactfully. Desirable: One yr.'s directly related experience; knowledge of pre-AACR2 cataloging rules; experience using an online bibliographic utility such as OCLC; experience using MS-DOS microcomputers; knowledge of one or more Romance languages. Applications must be complete by Aug. 15. Send letter of inquiry or call for complete job description and application process to: Trisha Long, Administrative Secretary, James B. Duke Library, Furman University, Greenville, SC 29613; 803-294-2191.

Science librarian. DUTIES INCLUDE: reference service, online searching, collection development, liaison to assigned departments, and bibliographic instruction. QUALIFICA-TIONS: ALA-accredited MLS and BS in biology, chemistry, physics, mathematics, geology, or experimental psychology; 2 yrs. recent experience in science reference with substantial online searching, science collection development and fund management, and bibliographic instruction; excellent oral and written communication skills. Subject master's and a European language preferred. Additional information including a complete job description will be provided upon request. The minimum salary of \$27,000 is dependent upon educational background and experience. This position is currently available. Applications will be accepted until the position is filled. Letter of application and resume with the names, addresses, and telephone numbers of 3 references may be sent to: Science Librarian Search Committee, Olin and Chalmers Libraries, Kenyon, an EOE, invites applications from women and minority candidates.

Science online services coordinator/reference librarian, University of Georgia Libraries. The Science Library serves the biomedical, agricultural, and physical sciences. The 76,000-sq.-ft. facility has 700,000 vols. and 5,500 current journal subscriptions with a staff of 28. (Salary minimum \$21,000.) DUTIES: The science online services coordinator manages the librarian-mediated search service and the end-user search program and works closely with the Main Library's online services coordinator. Reference duties include providing assistance to users, participating in instructional and referral services, and developing the collection in assigned areas. The librarian assists patrons in making effective use of science databases and other library resources, including government documents. The librarian reports to the head of science reference. QUALIFICATIONS: ALA-accredited MLS; minimum of one yr.'s database search-

ing experience, preferably in science databases such as Chemical Abstracts and Biological Abstracts; demonstrated organizational ability; working knowledge of basic and scientific reference sources; effective oral and written communication skills; ability to evaluate resources and technologies; ability to establish and maintain effective working relationships; coursework in natural or physical science or a demonstrated interest in science literature desired; experience with the use of microcomputers desired; strong interest in academic or special librarianship desired. This position will be filled only if suitable applicants are found. APPLICATION PROCEDURE: Send letter of application by Oct. 2, including resume and names of 3 references, to: Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602. An equal-opportunity, affirmative-action institution.

Reference Librarian, Science Specialty

RESPONSIBILITIES: Reports to the head of the reference department. Responsible for providing general reference to students and faculty in the main library and reference (including chemistry, pharmacy, and medicine) in the Science Library. Responsible for collection development in assigned subject area. Responsible for some database searching.

REQUIREMENTS: ALA-accredited MLS. Prefer a science degree or a substantial number of science courses taken, preferably in chemistry. Demonstrated listening, oral, and written communication skills; proven ability to work independently and cooperatively with patrons, colleagues, and staff. Experience with online systems desirable. Reference experience in an academic or science library is preferred but recent graduates are encouraged to apply.

UOP is an independent coeducational institution with 3,800 students and 275 faculty. UOP offers more than 50 major programs in most of the traditional areas of the physical and life sciences, the humanities, and the social and behavioral sciences. 3 doctoral programs are offered in chemistry, pharmacy, and education. Programs are also offered by the 6 professional schools including: Conservatory of Music, Business and Public Administration, Education, Engineering, International Studies, and Pharmacy. The library holds 355,000 volumes and receives 3,120 current subscriptions.

RANK/SALARY: Appointment at the rank of Assistant Professor. Salary of \$20,000 minimum (depending on qualifications and experience). 24 days' vacation, 11 holidays, TIAA/CREF, and generous benefits. Applications will be accepted until position is filled, but those received before Sept. 15 will receive first consideration. Send letter of application, resume, and the names, addresses, and phone numbers of 3 current references to: Jessica A. Marshall, Associate Dean, University Libraries, University of the Pacific, 3601 Pacific Ave., Stockton, CA 95211.

UOP is an equal-opportunity, affirmative-action employer.

Serials Librarian (Reopened)

RESPONSIBILITIES: Reports to the acquisitions librarian and assists in all aspects of coordinating and integrating serials with acquisitions and cataloging. Supervises the processing supervisor, 2.5 acquisitions department support staff as pertains to their serials duties, and part-time students. Does original and copy cataloging of periodical titles using OCLC. Coordinates the review of gift and duplicate exchange lists for periodicals. Supervises the updating of the library's holdings in a cooperative OCLC union list of serials. Supervises the use of Innovacq for serials check-in and binding. Responsible for the bibliographic control among the library's manual and automated files. Responsible for collection development in assigned subject area.

REQUIREMENTS: ALA-accredited MLS. Ability to manage the complexities of serials; cataloging experience with an online system, preferably OCLC, required; knowledge of current theory and practice of bibliographic control; proven skills in problem solving; listening, oral, and written communication skills; proven ability to work independently and cooperatively with patrons and colleagues. Recent graduates will be considered if they have applicable experience in a paraprofessional position.

UOP is an independent coeducational institution with 3,800 students and 275 faculty. UOP offers more than 50 major programs in most of the traditional areas of the physical and life sciences, the humanities, and the social and behavioral sciences. Programs are also offered by the 6 professional schools including: Conservatory of Music, Business and Public Administration, Education, Engineering, International Studies, and Pharmacy. 3 doctoral programs are offered in chemistry, pharmacy, and education. The library holds 355,000 volumes and receives 3,120 current subscriptions.

RANK/SALARY: Appointment at Assistant or Associate rank with a salary of \$25,000 minimum (depending on qualifications and experience). 24 days' vacation, 11 holidays, TIAA/CREF, and generous benefits.

Applications will be accepted until position is filled, but those received before Sept. 15 will receive first consideration. Send letter of application, resume, and the names, addresses, and phone numbers of 3 current references to: Jessica A. Marshall, Associate Dean, University Libraries, University of the Pacific, 3601 Pacific Ave., Stockton, CA 95211.

UOP is an equal-opportunity, affirmative-action employer.

ADELPHI UNIVERSITY LIBRARIES FIVE POSITIONS

Adelphi University, the oldest private institution of higher education on Long Island, serving over 10,000 graduate and undergraduate students, seeks experienced, energetic and resourceful individuals for the following library administrative and faculty appointments. For each position, MLS from ALA accredited library school and significant and relevant experience is required. Currently, Adelphi is undergoing challenging and exciting changes, including a re-definition of its mission and goals and a revision of its curriculum. The University Libraries contain over 580,000 volumes and maintain 4,8,00 current serials subscriptions. Fully automated systems (OCLC, CLSI, and INNOVACQ) support online catalogs, as well as circulation, acquisitions, and serials functions. Plans for a new integrated system are currently in progress.

Associate Dean of Libraries for Technical and Automated Services (Administrative Appointment)

As a senior administrator heading a major division of the University Libraries, responsibilities include overall planning, development, management, and coordination of acquisitions, cataloging, and automated systems and assisting the Dean in a variety of library-wide administrative responsibilities. Salary \$40,000 minimum; 12-month appointment (22 days vacation); available November 1, 1989; screening will begin September 1.

Part-time Librarian, Adelphi Huntington Center, Huntington, NY (Library Faculty Appointment— Non-Tenure Track)

Responsible for the operations and services of the Huntington Center Library and the University's Library Storage Annex. Hours will vary according to needs of the Library but will be primarily afternoons and evenings. Salary \$15,000 minimum; 20 hours per week, 11 months per year; available September 1, 1989; screening will begin July 15.

Senior Assistant or Associate Librarian (depending on qualifications), public services department, California State University, Northridge Library. (Tenure-track, full-time.) Salary range: Senior Assistant Librarian \$2,764—\$3,830/mo.; Associate Librarian \$3,487—\$4,847/mo. Application deadline Sept. 30. QUALIFICATIONS: MLS degree from ALA-accredited library school or equivalent. Minimum of 2 yrs. full-time professional librarian experience. Desirable: Public services librarian experience; supervisory skills and experience; computer knowledge; experience implementing, managing, or using an online circulation system. RESPONSIBIL-TIES: Under the general direction of the chair of public services, has administrative responsibility for operation of the circulation unit, including circulation in both libraries, maintenance of general stacks, reserve book room, security, fines and billing operations, online circulation module coordination, and planning for compact storage of materials. May include other public service assignments such as reference. Hires and oversees the training, development, and evaluation of circulation

Part-time Temporary Reference Librarian (Fall Semester, 1989) (Library Faculty Appointment— Temporary, Non-Tenure Track)

Provision of reference desk services and other duties as assigned. 12 hours per week; minimum salary \$13 per hour; available September 1, 1989; screening will begin July 15.

Two Tenure Track
Library Faculty Appointments

1. Coordinator of Nonprint Media Services (Re-opened search): Planning, development, and day-to-day operations of Nonprint Media Services (including general nonprint software and hardware collections, curriculum materials, services to the handicapped, equipment delivery services, a small computer laboratory) and shared administrative responsibility for the language laboratory.

2. Systems Librarian/Cataloger: Planning, implementation, operation, and maintenance of the Libraries' automated systems and some cataloging responsibilities (preferably serials).

For both tenure track positions: Salary \$26,000 minimum for a 9.5 month work year, with possible option for a longer work year at pro-rated compensation. Second advanced degree is highly desirable and will be required for tenure. Available February 1, 1990; screening will begin September 1. Applications for interim appointments to both positions are being considered immediately. Interim appointees will serve as visiting instructors or professors, starting as soon as possible and continuing at least through January, 1990.

Excellent benefits package (including TIAA/CREF or alternative retirement plans) provided for full-time positions but not for part-time positions.

Submit letter of application (specifying which position and whether interim or permanent), curriculum vitae, and names and addresses of three references to: Eugene T. Neely, Dean of Libraries, ADELPHI UNIVERSITY, Garden City, NY 11530

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Adelphi

personnel. Submit letter of application, resume, and names, addresses, and phone numbers of 3 professional references to: Ann Waggoner, Chair, Public Services Department, Oviatt Library, California State University/Northridge, 18111 Nordhoff St., Northridge, CA 91330. An AA, EO, Title IX, Section 503 & 504 employer.

Senior cataloger, Vassar College. Responsibility in an academic library with major emphasis on serial cataloging and Library of Congress classification. MLS required from an ALA-accredited library school, minimum of 3 yrs.' experience. OCLC cataloging and an interest in automated library procedures desirable. Position available Dec. 1. Salary: \$29,500. Application, resume, and 3 letters of reference by Oct. 1 to: Robert C. Smith, Head Cataloger, Vassar College, Poughkeepsie, NY 12601. AA, EOE.

Serials cataloger (search reopened). Under the direction of the head of cataloging, catalogs periodicals, continuations, newspapers, and serial microforms (both new and changed titles); coordinates the Retrospective Barcoding of Serials Project; supervises 3 library technical assistants (for serials cataloging, physical processing of all library materials, and adds processing). ALA-accredited MLS required. One yr.'s experience in cataloging, project management, supervision, AACR2/LC interpretations, LC classification, LCSH, OCLC or other bibliographic utility, and an online integrated system preferred. Applicants must demonstrate a clear understanding of serials cataloging principles. Salary: \$24,000 minimum. South Carolina retirement, TIAA/CREF; Blue Cross-Blue Shield; dental insurance; liberal leave. Application deadline: Aug. 31. Send letter of application with the names, addresses, and phone nos. of 3 references to: Julie Thomas, Chair, Serials Cataloger Search Committee, R. M. Cooper Library, Clemson University, Clemson, SC 29634-3001. Equal-employment-opportunity, affirmative-action employer.

Serials cataloger, University of Oklahoma. DUTIES: Responsible for original/shared cataloging and classification of serials and serial analytics in all subject areas and all languages in both book and nonbook format. Provides reference service in the current periodicals/microforms area. Some evening work required. Reports to head, serials department, and supervises classified staff and student assistants. QUALIFICATIONS re-quired: MLS from ALA-accredited library school; bibliographic knowledge of foreign languages; evidence of research and publication. Desirable: Cataloging experience in an automated system (RLIN, OCLC, etc.); knowledge of LC classification and subject headings, AACR2, and MARC formats; bibliographic knowledge of Russian language; demonstrated supervisory ability; 2nd master's degree. FIRST SCREENING DATE: Sept. 15. Search will remain open until filled. SALARY: \$28,966. BENEFITS: TIAA/CREF; State Reprotection; 21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES*: A member of the Research Libraries Group and ARL, the university library consists of a main library and 6 branches. The collection contains more than 2.2 million volumes, 17,000 periodical subscriptions, and of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are involved in the implementation of NOTIS. EMPLOYMENT: Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. APPLICATION: Send letter of a privilege with accume of the property of the common of t application with resume and the names of 3 references, including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019. The University of Oklahoma is an equal-opportunity, affirmative-action, employer. affirmative-action employer.

Serials order librarian. RESPONSIBILITIES: Manages serials order, 7 full-time and 3 part-time employees who are responsible for preorder searching, downloading OCLC records or creating temporary bibliographic records, creating purchase orders, serials check-in, and serials accounting. Works with selectors representing different subject areas throughout the library in identifying, ordering, and processing new materials for the library; with monographs order and cataloging in coordinating the flow of materials and planning for adequate bibliographic access; and with faculty and patrons who have questions about the serials collection. Reports to head of acquisitions. REQUIRED: MLS from an ALA-accredited library school. Preferred: Serials experience; supervisory experience; familiarity with automated library systems. Salary: Minimum \$19,000 plus, commensurate with experience. Salt Lake City is situated in a dramatic mountain setting and offers an

excellent quality of life. Hiking, camping, and river running are available in both mountain and desert red-rock country in summer. Outstanding alpine and nordic skiing in winter. Cultural opportunities include symphony, ballet, modern dance, chamber music, opera, theater, and arts films. Applications received by Aug. 31 will be given first consideration; applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or placement bureau address to: Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Slavic/social sciences catalog librarian. (Position reopened.) The University of Arizona is seeking a librarian to provide original and complex copy cataloging for Slavic-language materials and monographs in the social sciences. The person in this position would serve as a cataloging resource person for library staff in the above languages and subject areas. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays per year. A standard package of fringe benefits is available. RE-QUIREMENTS INCLUDE a master's degree in library science from an ALA-accredited school; fluency in Russian; knowledge of or experience with AACR2, MARC formats, LCSH and LC romanization tables, and OCLC or other bibliographic utility; and good oral and written communication skills. Candidates with knowledge of other Slavic languages and background in the social sciences will be given preference. Salary based on qualifications and experience; beginning professional salary is \$20,000. Applications must be received by Aug. 15. Send letter of application, resume, and the names of 3 references to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an equalemployment-opportunity employer with an affirmative-action plan. Preference will be given to women and minorities. Noncitizens must include current visa status.

Social sciences reference librarian, University of Oklahoma. DUTIES: Under the general direction of the head of reference, this position provides reference and bibliographic service in the social sciences (specifically, sociology, social work, human relations, women's studies, education, physical education, and physical educations are provided to the control of the contr tion, psychology, and human development); provides general reference service at the library's main reference desk; participates in collection development activities in the above subject areas; performs online bibliographic searches; and participates in library instruction including general tours and specific subject-oriented presentations. This position is governed by the university's policies for research or creative achievement and professional service as outlined by the Faculty Handbook. QUALIFICATIONS required: MLS from ALA-accredited library school; 2nd master's degree in a social sciences discipline or equivalent professional library experience; knowledge of database searching and library instruction concepts and methods; evidence of research and publication. Desirable: Strong interpersonal and communication skills; working knowledge of one or more modern European languages; knowledge of or experience with a major bibliographic utility. *FIRST SCREENING DATE:* Sept. 15. Search will remain open until filled. *SALARY:* \$28,966 (minimum). *BENEFITS:* TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; gener-21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES*. A member of the Research Libraries Group and ARL, the university library consists of a main

University of Washington Libraries, Seattle 3 Positions:

1) Assistant Division Head, Cataloging Division 2) Head, Automated Processing Section 3) Principal Cataloger

The University of Washington Libraries invite nominations and applications for the positions of assistant division head, cataloging division; head, automated processing section; and principal cataloger.

- 1) Assistant Division Head, Cataloging Division. Under the direction of the head of the cataloging division, assists in the administration and management of the cataloging division, including planning, allocation of staff, and development of policies and procedures. Oversees monographic cataloging and cataloging support activities. Supervises the original cataloging staff and the heads of the automated cataloging and automated processing sections. QUALIFICATIONS: A minimum of 5 yrs.' post-MLS cataloging experience in a research library required; thorough knowledge of AACR2, LC rule interpretations, and LC classification and subject headings required. Knowledge of MARC formats, national cataloging standards, and bibliographic control issues required. Experience with an automated cataloging system, preferably OCLC, required. Experience with a local online system highly desirable. SALARY: \$33,000 minimum.
- 2) **Head, Automated Processing Section.** Under the direction of the assistant division head of the cataloging division, supervises the personnel and plans, organizes, and directs the work of the section; contributes to the planning and management of the division; serves as the systemwide OCLC coordinator for hardware and software; may catalog, classify, and provide subject analysis for monographs. **QUALIFICATIONS:** A minimum of 2 yrs.' post-MLS cataloging experience required; academic or research library experience preferred; working knowledge of AACR2, LC rule interpretations, LC classification and subject headings required. Experience with OCLC and MARC formats required. Experience with a local online system highly desirable. Supervisory experience preferred. Experience with training desirable. Strong interest in microcomputers required. Knowledge of at least one Western European language required. SALARY: \$26,000 minimum
- 3) **Principal Cataloger.** Under the direction of the head of the cataloging division, serves as the division's resource person for monograph and audiovisual cataloging; establishes cataloging policies; trains original catalogers; provides documentation for cataloging policies and practices. Participates in the planning for and implementation of authority control for the libraries' Geac system. Catalogs, classifies, and provides subject analysis for monographs. **QUALIFICATIONS:** A minimum of 5 yrs.' post-MLS cataloging experience, including original monograph cataloging, in a research library required; thorough knowledge of AACR2, LC rule interpretations, LC classification and subject headings required. Knowledge of MARC formats and national cataloging standards required. Knowledge of at least one Western European language required. Experience with an automated cataloging system, preferably OCLC, required. Experience with a local online system highly desirable. Experience with cataloging training desirable. **SALARY:** \$28,000 minimum.

All 3 positions require graduate degree from an ALA-accredited program. BENEFITS: TIAA/CREF, 24 days' vacation, premiums fully paid for medical, dental, and life insurance plans. No state or local income tax.

Application deadline for all 3 positions: 5 pm, Fri., Sept. 8. Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications to: Eleanor L. Chase, Acting Personnel Librarian, University of Washington Libraries, FM-25, Seattle, WA 98195.

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library and 6 branches. The collection contains more than 2.2 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in the history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries currently operate an LS/2 automated circulation system and are developing the NOTIS library system. *EM-PLOYMENT*: Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. *APPLICATION*: Send letter of application with resume and the names of 3 references, including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019. The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Technical services librarian. Permanent, 12-mo. position in small liberal arts college, 75 miles north of Atlenta, near mountains and lakes. Responsible of retrospective conversion, planning aut or ation, and implementation in new library in ation, and implementation in new library in ation, and implementation and cataloging. \$18,000—\$20,000, 30 days' vacation, TIAA, Blue Shield. Send letter,

resume, names, and telephone numbers of references to: John Camp, College Librarian, Piedmont College, Demorest, GA 30535; 404-778-4196.

2 positions, Ohio State University Libraries.

1) Head, circulation department (search reopened). Administers circulation operations of Main Library which also include document delivery, interlibrary loan, services to disabled patrons, and off-site depository. Directly supervises 4 section heads; personnel includes 26 additional staff and 28.75 FTE student assistants. Coordinates documentation and interpretation of circulation policies for entire library system. Gives particular emphasis to libraries' commitment to user education and to enhancement of the online public access catalog/circulation system (LCS). Reports to the assistant director for main library public services. REQUIRED: MLS from ALA-accredited program; substantial relevant experience, including appropriate supervisory experience; experience with online catalog/circulation systems; ability to work collegially with a wide variety of people. Desirable: management training beyond the MLS. Salary: \$27,480—\$38,040. 2) Cataloger for Chinese materials. Original cataloging and classifying of Chinese-language materials

Reference Librarian

Provide all types of reference services in the Humanities, Social Sciences, Law, and US Government Documents and supervise Periodicals/Microforms/ Photo duplication section. Dynamic and innovative department requires an MLS, 1-2 years of related experience and a knowledge of automated systems. Evenings and weekends as scheduled. Salary to 25k. Position available September 1, 1989.

Please send resume and 3 letters of reference to Bessie Hahn, Director of Library Services, Brandels University, P.O. Box 9110, Waltham, MA 02254.

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Opportunity/
Affirmative BRANDEIS UNIVERSITY

in various formats using AACR2 and LC in various formats using AACH2 and LC classification and subject headings; may also include Korean and some Western-language materials related to East Asia. *DUTIES IN-CLUDE* interpreting local and national standards; preparing and tagging data in the vernacular and transliterated form for input into OCLC; verifying and preparing authority records. *REQUIRED:* MLS from ALA-accredited program; proficiency in Chinese language and calligraphy: familiarity with Wade-Gilesand calligraphy; familiarity with Wade-Giles-Pinyin romanization; knowledge of AACR2, LC classification and subject headings; ability to communicate effectively in English. *Desira*to communicate effectively in English. Desirable: Cataloging experience, including knowledge of MARC tagging and OCLC cataloging system; working knowledge of Korean. SAL-ARY: \$22,560-\$27,480. Reports to head, monograph cataloging section. Librarians have faculty status and responsibilities including receipts and service Applia ing research, publication, and service. Applications received by Sept. 1 will receive first consideration. Apply to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210. Include names, addresses, and phone nos. of 3 references. Qualified women, minorities, and handicapped persons are encouraged to apply.

2 positions open. 1) Collection development librarian. We need an experienced librarian to plan and carry out our collection development program. *RESPONSIBILITIES INCLUDE:* Establish measures of collection strengths and weaknesses; formulate collection development plans for academic subjects; evaluate changing academic programs for collection impact; reassess ongoing programs collection impact; reassess ongoing programs for collection needs; serve as liaison to other academic libraries in local consortium in planning cooperative collection development programs. *QUALIFICATIONS INCLUDE:* ALAMLS; minimum 5 yrs.' experience, 2 of which must have been in collection development; ability to work effectively with administrators, faculty, and library staff. Salary is \$30,000. 2) Cataloger. Performs original descriptive Cataloger. Performs original descriptive cataloging and classification for materials in all formats and subjects, including name and subject authority work. Should have thorough knowledge of AACR2, LCSH, LC classification, MARC, and other standard cataloging tools. OCLC experience desirable. One yr.'s professional cataloging experience required. Salary is \$22,000. Each position requires an

Deputy Executive Director Library Administration and Management Association a division of the American Library Association

The Library Administration and Management Association (LAMA), a division of the American Library Association, is seeking candidates for the position of deputy executive director to work at the middle-management level in support of activities and projects of the Association. GENERAL

RESPONSIBILITIES INCLUDE: development, planning, marketing, and management of LAMA's continuing education programs, such as regional institutes, preconferences, and annual conference programs; support and guidance to members of LAMA serving in elected and appointed capacities; support for the division's publications program; coordination of the membership promotion program; provision of advisory services concerning the program of the Association; and day-to-day supervision and management of the LAMA office. Reports to LAMA executive director. In the absence of the LAMA executive director, responsibilities include direction of entire LAMA operation.

The successful candidate will be able to work effectively with the LAMA members and governing groups; be able to develop and maintain effective working relationships within a professional association setting; possess strong oral and written communication skills; and be able to work well under pressure but with the flexibility to organize work and schedules to accommodate competing

The MLS degree from a program accredited by the American Library Association is required. A minimum of 2 yrs.' professional experience in a library, plus general subject knowledge in areas of LAMA's responsibility, is also required. Salary range: \$26,207-\$39,311. We offer a liberal benefit package including 4 weeks' vacation, dental benefits, and a generous retirement plan with 100% Association matching and immediate vesting.

Deadline for applications: Sept. 18. For consideration, send resume and names of 3 references to: Personnel Office, ALA, 89-DED-LAMA-1X, 50 E. Huron St., Chicago, IL 60611.

Affirmative-action, equal-opportunity employer

MLS degree from an ALA-accredited school. Excellent fringe benefits including faculty status. Send resume by Aug. 30 to: James DeLancey, Georgetown University Library, POB 37445, Washington, DC 20013. Georgetown University is an affirmative-action, equal-opportunity employer.

2 positions opened: 1) Reference librarian and 2) reference/curriculum materials center librarian. RESPONSIBILITIES IN-CLUDE: A full range of reference services, bibliographic instruction, online searching, and collection development. REQUIRES ALAcollection development. HEQUINES ALA-accredited master's degree. Salary range \$19,000—\$21,500; standard benefits. Send resume listing names, addresses, and phone numbers of 3 references to: Shirley Wilkins, Director, J. B. Duke Memorial Library, Johnson C. Smith University, Charlotte, NC

2 reference positions sought—one each in humanities and science. RESPONSIBILITIES INCLUDE general reference, database searching, maintaining faculty liaison in selected areas, collection development, bibliographic instruction (may include teaching a library-use course), supervising student assistants, and other duties as needed. Will also be responsible for planning, evaluating, and implementing new services, e.g., may involve coordination of reference services or of a library bibliographic instruction program. Some night and weekend work. A minimum of 2 yrs.' night and weekend work. A minimum of 2 yrs.' professional library reference experience preferred and an ALA-MLS required. Must be familiar with Dialog, BRS, and various multisubject CD-ROMs. Should be creative, energetic, flexible, and possess good communication skills with the ability to work effectively with faculty, staff, and students. The humanities position should have a strong academic background in one or more of the associated disciplines with a subject master's preferred. The science position master's preferred. The science position should have a strong background in the life sciences with a subject master's preferred. A working knowledge of at least one East Asian language is preferred for either position. Both language is preferred for either position. Both positions are tenure-track, faculty rank, 12-mo. contract with 21 days' paid vacation. Salary range: \$23,738–\$26,887. Positions available Dec. 1. Application review will begin Sept. 1 and search will continue until both positions are filled. TIAA/CREF or Montana State Retirement, life and health insur-ance provided. Located in the mountains of western Montana, the University of Montana is an affirmative-action, equal-opportunity employer. To apply, send letter of application, transcripts, resume, and names of 3 references to: Bill Elison, Chair, Search Committee, Mansfield Library, University of Mon-tana, Missoula, MT 49812. AA, EOE.

LAW LIBRARY

Associate Librarian II, reference, University of Maryland/College Park Libraries (search reopened). The University of Maryland/College Park Libraries invite nominations and applications for an Associate Librarian II, reference, position in the Graduate Library. RESPONSIBILITIES: Provides assistance in locating information or information sources; offers instruction in the use of library resources; searches machine-readable data-bases; maintains liaison with faculty; selects bases; maintains liaison with faculty; selects reference (and possibly general library) materials in law and criminology. Serves as liaison to the coordinator for library instruction from McKeldin reference. QUALIFICATIONS required: MLS from an ALA-accredited program. One yr.'s professional library experience; demonstrated ability in effective oral and demonstrated ability in effective oral and demonstrated ability in effective oral and written communication; strong public service orientation; strong interest and demonstrated skills in library instruction; demonstrated familiarity with the literature of law and criminology; experience in searching online databases, especially LEXIS and related legal documents. Preferred: Supplementary familiarity with the literature of government and iarity with the literature of government and politics or anthropology. SALARY: \$24,384—\$34,342. Salary commensurate with experience. Excellent fringe benefits. For full consideration, submit resume and names identification. addresses of 3 references by Oct. 2 to:
Marjorie Simon, Library Personnel Office,
McKeldin Library, University of Maryland,
College Park, MD 20742-7011. The University of Maryland is an affirmative-action, equal-opportunity employer.

Bibliographer for foreign and international law (continuation of previous search). Harvard Law School Library seeks a qualified bibliographer to help maintain and expand its extensive collections of foreign and international law. The library's resources now include 1.5 million books, including more than 12,000 active serial titles, a staff of 99 FTE, and an operating budget of \$5.5 million. The Law Library collects actively from most of the world's legal jurisdictions; the current book budget is \$1.2 million. The Harvard Law

Library is a member of the Research Libraries Group. The Harvard On-Line Library Information System (HOLLIS) is used for integrated technical processing and for the public catalog. The bibliographer for foreign and international law selects materials for, and oversees

LAW LIBRARY

Associate Librarian for Research Services

The Harvard Law School Library is seeking a dynamic, experienced librarian to lead its research services division, which is responsible for research, information, instructional, and related services for over 100 faculty and 1,700 students of the Harvard Law School Library, which now includes 1.5 million books plus microforms, databases, manuscripts, and art works; a staff of 99 FTE; and an operating budget of \$5.5 million.

The research services division has a total staff of 48, including 17 professional and 31 FTE supporting staff. The associate librarian supervises reference, circulation, special collections, and the International Legal Studies Library, a branch library for international and foreign law, as well as the administrative services office and the public services office, and reports directly to the head librarian. The associate librarian will have direct responsibility for issues involving access, security, and the library's physical plant and will be actively involved in general fiscal and personnel administration.

QUALIFICATIONS required: ALA-accredited MLS; 5 or more yrs.' increasingly responsible experience in a major law or research library; demonstrated managerial ability; effective interpersonal and communication skills; strong leadership qualities.

Preferred: JD from an ABA-approved law school or substantial law library experience; experience in a major research library with a large collection; a record of active professional involvement, including publication in professional library journals.

SALARY: \$44,100-\$70,500 depending on qualifications and experience.

Position is available immediately.

Send resume including the names of 3 references to:

Harry S. Martin III
Librarian and Professor of Law
Langdell Hall 307
Harvard Law School
Cambridge, MA 02138
617-495-3170

Harvard University is an affirmative-action, equal-opportunity employer.

Women and minorities are encouraged to apply.

LIBRARY EDUCATION

Dean

School of Information and Library Science University of North Carolina at Chapel Hill

The University of North Carolina at Chapel Hill invites applications and nominations for the position of dean of the School of Information and Library Science. The school offers a 2-year master's degree program leading to the MSIS or MSLS degree and a doctoral program leading to the PhD degree.

The position will be available July 1, 1990.

The dean is the chief administrative officer of the school and reports to the provost of the university. The dean provides academic leadership, articulates the mission of the school, recruits students and faculty, maintains a strong funding base, and facilitates research. The position is a tenured academic appointment.

An applicant for this position should have a distinguished record of scholarly research and publication in information and library science or a related discipline, knowledge of information and library science education, and a commitment to affirmative action and equal educational opportunity.

Competitive salary beginning at \$85,000.

Applications will be reviewed beginning Sept. 30 and the process will continue until the position is filled. Send letter of application, detailed curriculum vitae, and names of references to:

John S. Reed, Chair
SILS Dean Search Committee
Institute for Research in Social Sciences
c/o CB #3000, 104 South Bldg.
University of North Carolina
Chapel Hill, NC 27599-3000

The University of North Carolina at Chapel Hill is an affirmative-action and equal-opportunity employer.

the development of, the international and foreign law collections, with emphasis upon the jurisdictions of Western Europe and Latin America; chairs the Foreign and International Selection Committee, which selects serials and other expensive items in foreign and international law; analyzes collection strengths and makes recommendations for programma-tic change; works with the acquisitions and serials librarians on problems relating to the ordering and receipt of materials; monitors endowment and general-income book funds; and provides reference assistance to the users of the foreign and international collections. The position reports to the associate librarian for collection services. REQUIRED: Knowledge of foreign and international legal materials; strong bibliographic skills; reading knowledge of German and either French or Spanish, and the ability to work with a wide range of languages; excellent English-language written and oral communications skills. Preferred: ALA-accredited MLS, or a degree from an institution certified to provide instruction in the civil law or comparative legal studies; relevant experience in a research library; strong commitment to professional growth and development. Salary: \$35,000 minimum, depending upon experience; generous benefits, including professional development support. Position available immediately. Send resume including the names of 3 references to: Harry S. Martin III, Librarian & Professor of Law, Langdell Hall 307, Harvard Law School, Cambridge, MA 02138; 617-495-3170. Harvard University is an affirmative action. mative-action, equal-opportunity employer. Women and minorities are encouraged to

LIBRARY EDUCATION

Library science faculty: Assistant or Associate Professor. Teaching courses in area of school library administration/services, one or more of the basic core courses, such as reference, and selected elective courses; student advising; research and service; participation in school and campus affairs. Background in multimedia and information technology in libraries desirable. MLS from an ALA-accredited program required. PhD in library science, information science or closely related discipline, and relevant experience desired. Service orientation and research capability essential. Minimum salary \$29,000 (for Assistant Professor level); summer teaching can augment. Application, resume, and 3 references by Oct. 31 to: Mary F. Lenox, Dean, School of Library & Informational Science, 104 Stewart Hall, University of Missouri, Columbia, MO 65211. An equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Circulation librarian. Northwestern University Medical Library seeks a librarian to manage circulation services in an active health sciences library. Position supervises 3 full-time and 8 part-time staff; responsible for staff hiring, training, and evaluation. Responsible for management activities: stastistics, reports, department goals, and projects. Provides reference services as scheduled during the week and on Saturdays (circulation librarian works Tuesday–Saturday). QUALIFICATIONS INCLUDE: Master's degree from an ALA-accredited library science program; academic coursework in health sciences or science/ technology bibliography. Prefer experience in supervision, library automation, online searching. Salary \$22,000. Apply with resume and 3 references to: James Shedlock, Associate Director, Northwestern University Medical Library, 303 E. Chicago Ave., Chicago, IL 60611. Northwestern University is an equal-opportunity, affirmative-action educator and employer.

Director of library services, King Faisal Specialist Hospital Research Center, Riyadh, Saudi Arabia. The King Faisal Specialist Hospital and Research Center seeks applicants for the position of director of library services. The library consists of a main research facility and 2 branch libraries. The collection consists of more than 1,000 current periodical subscriptions, 20,000 + monographs, a patient slide collection, computeraided instruction programs, and an audiovisual collection. We seek a dynamic librarian to help us move into a new research library and to create an automated library. QUALIFICATIONS: Must have ALA-accredited MLS, 5 yrs.' experience at supervisory level, and a willingness to work with an international staff. SALARY: \$44,600 minimum, tax-free. Benefits include free modern furnished housing; transportation; 54 paid leave days per year; roundtrip air tickets annually for self, spouse, and up to 2 children; free medical care; end-of-contract bonus; and much more. Please reply in confidence to: Saadi Taher, Director, Office of Academic Affairs, King Faisal Specialist Hospital and Research Center, POB 3354, Riyadh 11211, Kingdom of Saudi Arabia.

Director. The Medical Library Center of New York (MLCNY), a nonprofit organization with a membership of 70 health science libraries, is seeking a dynamic and innovative individual who will lead the organization in new directions resulting from advances in automation. Under the general direction of the policies established by the Board of Trustees, the director has responsibility for the effective leadership and management of the programs, facilities, and services of the MLCNY, including supervision of a staff of 20, budget preparation and implementation, and control and management of services to member libraries. Program areas include support of activities and services of the member libraries, the coordination of information access and delivery programs, maintenance and technical services support for a 700-library union list of serials, and cooperative collection development initiatives. The successful applicant will have an MLS from an ALA-accredited pro-gram, at least 5 yrs.' library administrative experience, a thorough knowledge of automation technology, strong management and interpersonal skills, and effective oral and written communication skills. Salary from \$60,000, commensurate with background and experience. Position available immediately. Preference will be given to applications received by Sept. 15. Send resume and the names and addresses of 3 references to:
Robert Braude, Chair, Search Committee,
Cornell Medical Library, 1300 York Ave.,
New York, NY 10021. The MLCNY is an affirmative-action, equal-opportunity employer.

Rare book librarian, Washington University School of Medicine Library. Curator of 8 distinguished historical book and journal collections. Responsible for description and cataloging of rare books, rare book purchasing, exhibits, and conservation. Contributes to management of related archives and contemporary imprint collections in the history of medicine. QUALIFICATIONS INCLUDE an MLS or MA with specialization in history of medicine, experience with automated library cataloging, familiarity with the antiquarian book market, reading knowledge of Latin and German (facility in other European languages desirable). Academic 12-mo. appointment. Salary \$25,000–\$28,000, depending on qualifications. Generous benefits. Send resume and 3 references by Sept. 30 to: Paul G. Anderson, Associate Director, Archives and Rare Books, Washington University School of Medicine Library, Campus Box 8132, 660 S. Euclid Ave., St. Louis, MO 63110. Washington University is an equal-opportunity, affirmative-action employer.

MUSIC LIBRARY

Assistant music librarian. Responsibility for the original and copy cataloging of all music materials using OCLC. Assists with the development of cataloging policies and procedures. MLS from ALA-accredited library school required; undergraduate degree in music; knowledge of AACR2, LCSH, and MARC formats for music materials; bibliographic knowledge of French and German. Familiarity with OCLC and automated library procedures desirable. Salary \$26,500. Date: Sept. 18. Send letter, resume, and 3 letters of recommendation by Aug. 15 to: Sarah Ransom Canino, Music Librarian, Box 38, Vassar College, Poughkeepsie, NY 12601. AA, EOE.

NETWORK

Member services librarians (2). NELINET is a library network representing the automation needs of New England. We currently seek 2 professionals to handle training, support, marketing, and sales of OCLC products. You will initiate and respond to new member inquiries as well as participate in sales planning, preparation, and reporting. To qualify, you must have an MLS, 3 yrs. professional employment, and familiarity with OCLC and library automation. Writing, public speaking, and technical services background a plus. You must be willing to travel. We will train. Salary: \$28,783. Send resume to: Robert Cunningham, Bibliographic Services Manager, NELINET, Inc., 2 Newton Executive Park, Newton, MA 02162.

PUBLIC LIBRARY

Adult services librarian. Challenging opportunity for dynamic, self-motivated individual to work in a progressive library in sunny southern California one hour east of Los Angeles. Adult services librarian is a top management position. Under general direction of city librarian, position is responsible for planning, organizing, and coordinating the public services section of the Colton Public Library System: reference, circulation, materials selection, audiovisual, literacy, community relations, and branch operations. Selects, trains, supervises, and evaluates public services section staff. Assumes responsibility for library operations in the absence of the city librarian. City-paid PERS retirement, health, dental, optical. Vacation, sick leave, and 5 days' administrative leave plus 14 paid holidays. Salary range is \$25,104—\$30,516. Apply by Aug. 21 to: City of Colton Personnel Office, 650 N. La Cadena, Colton, CA 92324; 714-370-5062. Affirmative-action, equal-opportunity.

Assistant director. Challenging position for an enthusiastic librarian committed to providing quality library services. Port Clinton is a resort community of 20,000 with a main library, island branch, and bookmobile service. Annual budget \$450,000; collection size 70,000. Planning is underway for a remodeled and expanded facility. A CD-ROM catalog is in operation, automated circulation to follow. Duties include managing the public service staff of 14, selection and collection development, policy review, literacy programs, and reference. An ALA-accredited MLS is required; 3 yrs.' experience is preferred. Knowledge of library automation and building renovation a plus. 1989 salary range \$20,000-\$26,500 plus benefits. Applications accepted until the position is filled. Send letter, resume, and 3 references to: Patrick Losinski, Director, Port Clinton Public Library, 310 Madison St., Port Clinton, OH 43452.

Assistant technical services librarian. Regional library seeks professional to assist and participate in cataloging services for a 5county system. Responsible for serials control, database maintenance, and supervising processing of all types of library materials. Reference work on nights and weekends on a rotation basis. *REQUIREMENTS*: MLS from an ALA-accredited institution. Experience with MARC records and library automation preferred. Minimum salary \$25,333. Please submit resume and names of 3 references to: James Cooper, West Georgia Regional Library, 710 Rome St., Carrollton, GA 30117.

Bookmobile senior librarian (head, bookmobile services). Monterey (Calif.) Public Library is seeking energetic senior librarian to continue successful program for city residents. RESPONSIBILITIES INCLUDE managing the collection and program budget, providing reference/readers' advisory service, supervising support staff and sharing of driving, working closely with clients, schools, community representatives, and library staff. RE-QUIRES combination of education and training equivalent to ALA-accredited MLS plus 2 yrs.' professional public service library experience, with one yr. in supervisory capacity, and valid California driver's license by work start date. Background in children's/adult reading, working familiarity with automated circulation, and direct experience with bookmobile service are desirable. Salary: \$2,381-\$2,894/mo. d.o.q., with excellent benefits. Position available immediately. Applications accepted until position is filled. Apply to: City of Monterey, CA 93940; 408-646-3932. An AA, EOE employer.

Branch librarian, Avon branch, in bedroom community of 7,500 population, 25 minutes west of Cleveland. City on verge of major development and growth. Branch staff of 7; 30,000 book collection; 75,000 annual circulation; open 52 hours/week. Seeking public-service-, community-oriented person with skills and willingness to work in all phases of library operations. MLS from ALA-accredited school required; considerable experience at Librarian I level. Salary range \$20,412—\$26,033. Excellent benefits, including employer-paid health insurance. Position open Sept. 1. Send resume and letter of application to: Lorain Public Library System, 351 Sixth St., Lorain, OH 44052. AA, EOE.

Branch librarian, Wythe County Public Library, Wytheville, Va. Search reopened. ALA-accredited MLS preferred for rural southwest Virginia. Reference, cataloging, supervise 5.5 FTE. Excellent middle-management opportunity. Salary \$17,000-\$21,000. Send letter of application, resume, and 3 references by Aug. 31 to: Bradley A. Green, Director, Wythe-Grayson Regional Library, POB 159, Independence, VA 24348.

Branch librarian. \$25,350—\$32,591. Manage a branch library; maintain and promote branch collection and services; assign and review work of lower-level librarians, clerical, and custodial staff; train new employees; instruct patrons in use of library resources; review and evaluate materials for purchase; provide agelevel services/programs for children (under age 14) or adults/young adults; perform related work as required. Salary increase to \$26,618 as of Feb. 1, 1990, with increases to \$34,824 based on satisfactory performance by July 1, 1992. Full range of health/welfare, civil service benefits. For additional information and application procedures, contact: Michael Edelman, Personnel Officer, Free Library of Philadelphia, Logan Sq., Philadelphia, PA 19103.

Children's and young adult librarian. Waterloo Public Library, serving 75,000 population and 80 public libraries in n.e. lowa, is accepting resumes for the position of children's and YA librarian. Seeking a creative person with initiative to develop service to meet the needs of these age groups, including storytelling, selection of materials and

programs. RESPONSIBILITIES INCLUDE coordinating and training the library staff in offering information to young people, grant writing, and community involvement. MINI-MUM REQUIREMENTS INCLUDE an MLS from an accredited college or university and experience and training in public library services. Salary: \$26,280-\$29,300 plus excellent fringe benefits. Detailed resume, including 3 work references, must be received by Aug. 31. Send to: Beverly Lind, Director, Waterloo Public Library, 415 Commercial, Waterloo, IA 50701. For purposes of affirmative action, minority, female, and handicapped individuals are specifically encouraged to apply. AA, EEO.

Children's librarian, extension division, El Paso Public Library. Creative, enthusiastic children's librarian to develop and coordinate the children's services program in 9 branch libraries. This is an opportunity to serve in a staff capacity to professional and paraprofessional personnel, and to work with community organizations to expand the existing services program. Programming and storytelling skills are essential. Responsibilities include selecting and developing children's collections in branches and devising strategies for promoting reading and use of the library. RE-QUIRES ALA-accredited MLS and 2 yrs.' postgraduate experience as a children's librarian in a public library. Understanding of the Hispanic community and bilingual skills desirable. Salary range: \$22,923—\$33,200. Standard benefits package. Applications must be postmarked no later than Sept. 15. Send letter of application, current resume, and the names of 3 references to: Ivonne Jimenez, Coordinator, Extension Division, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901. An equal-opportunity, affirmative-action employer.

Children's services coordinator. A community of 27,000 population located near Lake Superior is offering an excellent opportunity for a creative, proactive, resourceful person to continue on with a strong children's services program and to gain administrative experience. RESPONSIBILITIES INCLUDE: organizing and directing children's services; preparing and conducting programs; responsibility for collection development; general public service duties, including reference and readers' advisory; acting as a liaison with schools and community organizations; general knowledge of personal computers and library automation; supervising and training staff. QUALIFICATIONS: MLS from an ALA-accredited institution. Previous experience in children's services is desirable. Salary: \$18,000. Benefit package offered: medical, dental, life insurance, vacation, sick, personal leave; MERS retirement plan. Position available: August 1989. Screening began June 15. Send letter of application, resume, transcripts, and 3 letters of recommendation to: Peter White Public Library, 217 N. Front St., Marquette, MI 49855. We are an equal-opportunity employer.

Coordinator, Houston Area Library System. HALS is one of 10 regional, cooperative public library systems in Texas serving 67 libraries. Coordinates and oversees all system programs and budget; develops long-range plans for system in accordance with membership's demonstrated needs and state requirements. Provides technical assistance through on-site consultation visits and business/planning meetings with member librarians. Makes contact with city and county officials and citizen groups to encourage library support. Performs other duties as assigned. Master's degree in library science from an ALA-accredited school. 4 yrs.' progressively responsible library work experience. Must have a minimum of one yr.'s supervisory experience. Ability to communicate effectively, both orally and in writing. Salary range: \$26,208-\$32,370 annually. Candidate's qualifications will determine the salary. Applica-

tions received by Aug. 15 will be given first consideration. Submit resume to: Ralph A. Patterson, Personnel Officer, Houston Public Library, 500 McKinney, Houston, TX 77002. Equal-opportunity employer.

Coordinator of database search services, Southfield Public Library. Manage the library's database search services. Recommend all policies and procedures related to service. Develop and implement a marketing plan for service. Coordinate and conduct initial and ongoing training of professional staff and others. Manage documentation. Compile and oversee service budget. Explore new technologies for library's search services. Peform reference and readers' advisory service to patrons of all ages. Supervise library staff as assigned. Other duties as required. Master's degree in library science from an ALA-accredited university and one yr.'s professional library experience required. Desirable candidates will have a positive proactive public service attitude and experience/coursework in database services. Salary range: \$28,938-\$39,066. One full-time position. The comprehensive benefit package includes: basic and master medical insurance, life insurance, dental insurance, optical insurance, pension, deferred compensation option, paid vacation, sick leave, holidays, and more. Apply by Fri., Aug. 18. Send resume to: Douglas A. Zyskowski, City Librarian, Southfield Public Library, 26000 Evergreen Road, POB 2055, Southfield, MI 48076.

County librarian. Horry County is seeking applicants for a county librarian position in the 13th-fastest-growing county in the U.S. Immediate opening for director of Horry County Memorial Library, a rapidly expanding library system headquartered in historic Conway, S.C., only 14 miles from Myrtle Beach and S.C.'s famous Grand Strand. County population 156,800. Provides service from main library, 4 branches, and bookmobile. Applicants must have ALA-accredited MLS with 5 yrs.' professional experience including at least 2 yrs. in administrative position, preferably in public library. Salary range for minimum qualifications \$30,823—\$44,693. Send resume, to be received by 5 pm, Aug. 15, to: Horry County Personnel Department, POB 997, Conway, SC 29526. EOE, AA.

County librarian, County of Los Angeles, Calif. The county library system consists of 91 community libraries and 6 bookmobiles that serve 50 cities and the unincorporated areas with a combined population of 3 million. The system operates a budget of \$60.7 million and employs 871 full-time and 792 part-time employees. There are 4.1 million books and 23,000 periodical subscriptions with an annual circulation of 11.9 million. Position has full responsibility for the planning and implementation of programs and activities that provide comprehensive library services to residents of the cities, unincorporated areas of the county, and county institutions served by the library. Position reports to 5-member elected Board of Supervisors and requires master's of library science degree from an ALA-accredited college plus several yrs.' progressive senior-level management experience in a large metropolitan multicultural library system. Salary range is \$66,795-\$100,193. Send resume as soon as possible to: Korn/Ferry International, Attn.: Jim B. Clarke, 1800 Century Park E., 9th Floor, Los Angeles, CA 90067. AA, EOE.

County library system coordinator. The Hidalgo County (Tex.) Library System, a multitype system with 9 public and 5 high school libraries which serves a population of 365,900, is searching for a coordinator. MLS degree from an ALA-accredited school required. Must have at least 6 yrs.' post-MLS experience, with at least 3 years in supervisory or administrative positions. Must be familiar with library systems, automation, grant

writing, and extension services. Salary: \$26,500-\$28,240. Excellent benefits. Applications accepted until Aug. 31, or until the position is filled. Send letter of application, resume, and 3 references to: Search Committee, Hidalgo County Library System, 4305 N. 10th St., Suite E, McAllen, TX 78504. EOE, AA.

Director for progressive public library in south Georgia, population 18,000, budget \$300,000+. Must have MLS; 4 yrs.' experience is preferred. Needs to be knowledgeable about budgeting, personnel, and computer technology; PR skills are a must. Pay is based on state scale; 4 yrs.' experience begins at \$26,820, library pays a local supplement. Will interview at ALA Dallas. Deadline Aug. 15. Send resume to: O. D. Netter, Chair, Board of Trustees, Fitzgerald-Ben Hill County Library, 123 N. Main St., Fitzgerald, GA 31750.

Director, public library. Administer independent library serving a community of 24,000 residents. *QUALIFICATIONS*: MLS from ALA-accredited library school; minimum of 5 yrs.' experience, including supervisory responsibilities; knowledge of library automation; familiarity with budget preparation and personnel management; public communication skills. Salary: \$25,000-\$30,000, commensurate with experience. Position available immediately. Send letter of application, resume, and 3 letters of reference to: Joan Esserman, Chair, Search Committee, Webster Groves Public Library, 301 E. Lockwood, Webster Groves, MO 63119.

Director. Search reopened. For community of 192,000. Library budget approximately \$3 million; 95 FTE, main library, 5 branches, and outreach services. FY 1987–88 circulation 1.5 million. Applicant must have minimum of 5 yrs.' administrative experience with excellent skills in management. ALA-accredited MLS. Salary: \$42,000–\$46,000, plus excellent fringe benefits. Applications received after Aug. 25 not considered. Send resume with 3 references to: Search Committee, Springfield-Greene County Library District, POB 760, Springfield, MO 65801.

Director. Unique opportunity for dynamic individual to serve as director of new public library in a growing community county seat of 13,000. Excellent opportunity to gain administrative experience. Applicants must be community-oriented with strong administrative and collection development skills. ALA-accredited MLS required. Anticipated salary range: \$20,000-\$25,000 plus benefits. Send resume to: Marshall Public Library, 214 N. Lafayette B, Marshall, MO 65340; Attn. Martha Thornton.

Government information services specialist. Creative professional with strong writing skills needed within growing public library system to coordinate and provide specialized information services to local government. Will provide technical assistance to grant-seeking agencies. Experience in public relations, online database searching, and community analysis preferred. REQUIRES an ALA-accredited MLS and 3 yrs. professional public library experience, including successful grant writing experience. Position is grant-funded and is available immediately. Starting salary \$30,076. Library is located in beautiful suburban area adjacent to Baltimore, Md., and Washington, D.C. To apply, send cover letter, one writing sample, resume, and the names of 3 professional references to: Rae Helton, Carroll County Public Library, 50 E. Main St., Westminster, MD 21157.

Head, technical services, for 5-county public library system serving population of 85,000. RESPONSIBILITIES INCLUDE: supervision of technical services unit; original and copy cataloging; implementation of retrospective conversion project; development of new

cataloging system. Experience in writing grants, automation, and broad knowledge of Dewey classification system. Applicants must have an MLS from an ALA-accredited library school. Experience as a cataloger preferred. Minimum salary \$25,333 based on professional experience and Georgia public librarians pay scale. Position available Oct. 1. Send resume and contact information for 3 current references to: Don Nickerson, Director, Coastal Plain Regional Library, POB 39-ABAC Station, Tifton, GA 31793. EEO, AA.

Heritage Center manager. \$29,016–\$36,048 annual starting salary. The City of Fort Worth, named one of *Newsweek* magazine's top 10 cities, is seeking a Heritage Center manager for the public library. This professional will be responsible for locating, inventorying, appraising, acquiring, and processing of records and all other archival materials; providing reference service from collection; soliciting materials and collections for the center; supervision and training of staff and volunteers. *EDUCA-TION:* Applicant must have a master's in library science degree from an American Library Association–accredited school; also possess a bachelor's in history or a master's in American history, plus a certificate from a recognized archival training institute in archives theory/administration. Experience: 4 yrs.' professional library work including 2 yrs.' full-time archival work/records management. *APPLICATION DEADLINE:* Thurs., Aug. 31, at 5 pm. Apply to: Personnel Department, Fort Worth, TX 76102.

Information and resources manager. Professional librarian needed to manage all aspects of collection maintenance and development for 5-branch library system. Duties include working with branch managers and division heads on selection of materials for 5 new libraries, planning for and overseeing implementation of new information technologies, monitoring materials budget expenditures, supervising interlibrary loan service and staff, developing policies and procedures related to collection development. REQUIRES master's in library science from an ALA-accredited library program, 2–5 yrs.' experience in library work with at least 2 at a managerial or supervisory level, ability to work in a leadership role with professional staff. Position available immediately; open until filled. Annual salary: \$31,854–\$33,446. For application, contact: County of Loudoun, Department of Human Resources, 102 Heritage Way, N.E., Leesburg, VA 22075; 703-777-0213; Metro No.: 703-478-1850 x0213; TDD for Hearing Impaired: 703-777-0107.

Librarian II/reference. Master's degree in library science from an ALA-accredited college. Knowledge of professional library principles, practices, and techniques; knowledge of current literature, trends, and developments in the field of library science appropriate to the area of assignment. Ability to communicate effectively orally and in writing. Candidate will supervise at least 2 staff members. Will participate in training of reference tools to general staff and is required to write bimonthly book reviews. Previous reference work experience preferred. Starting salary \$17,503 with over \$2,500 in benefits. Send resume and 3 references to: Marilyn Mittleman, Public Services Supervisor, St. Lucie County Library System, 124 N. Indian River Dr., Fort Pierce, FL 34950; 407-468-1615.

Librarian II. The City of Bartlesville, Okla., (population 35,000) is accepting applications for Librarian II, with responsibility over the automation and technical services division. Manages activities within the division; acts as cataloging librarian; and manages various formats of computerization and electronic media. REQUIRES master's in library science plus 2 yrs. related experience, preferably including 6 mos.' supervisory experience. Salary range: \$20,405–\$28,746. Send re-

sume by Aug. 31 to: Janice Linville, Personnel Director, POB 699, Bertlesville, OK 74005. EOE.

Librarian III/technical services. Master's degree in library science from an ALA-accredited college. Knowledge of professional library principles, practices, and techniques; knowledge of current literature, trends, and developments in the field of library science appropriate to the area of assignment. Ability to communicate effectively orally and in writing. Thorough working knowledge of MARC format, Dewey Decimal Classification, and Library of Congress subject headings; thorough working knowledge of print and nonprint materials, processing operations, and library automated systems. General knowledge of microcomputers. EXPERIENCE: 3 yrs. in technical services work; one in a supervisory capacity, preferably in public library; and 2 yrs.' experience with automated library systems. Salary range \$19,328—\$28,005. Send resume and 3 references to: Susan Broom, Director, St. Lucie County Library System, 124 N. Indian River Dr., Fort Pierce, FL 34950; 407-468-1615.

Library director, Asheville, N.C. Located in the Great Smoky Mountains, this county library system consists of a modern central library, 8 branches, and one bookmobile serving a population of 165,000 with a \$1.8 million budget and an annual circulation of 1 million. This is a management-level position responsible for planning, organizing, and directing all aspects of the system operation. ALA-accredited MLS with a minimum of 5 yrs.' experience in progressively responsible public library positions, including management and automation experience. Strong analytic, communication, and interpersonal skills. Salary range \$28,808-\$49,270 plus excellent fringe benefits. Must be eligible for N.C. public librarian certification. Send letter of application, resume, and names of 3 references by Aug. 31 to: Buncombe County Personnel Department, Buncombe County Personnel Department, Buncombe County Courthouse, Asheville, NC 28801-3548. An equal-opportunity employer.

Library director for the Willard Library of Evansville, Ind. Willard is a privately established and endowed, tax-supported public library, independent of the metropolitan public library system in this Ohio River city of 130,000. It operates in its original 1885 building and offers traditional children's services, adult readers' services, and specialties in genealogy and local history, including a large archival collection. Warm, friendly service is its hallmark. Willard has an ongoing endowment development program and an active Friends group and has begun the ALA "Planning and Role Setting" process. Cataloging on OCLC, computerized circulation through Geac local consortium. Staff: 5 professional librarians including director; 6 FTE support staff. 1989 budget: \$307,390 (80% city grant, 20% endowment). Director should have ALA-accredited MLS. Administrative experience, demonstrated managerial ability, and public relations skills are important. Director will be encouraged to involve him/herself in the community. Salary mid-\$20s, negotiable depending on qualifications. Position available Sept. 1. Send letter of application, resume, references, and salary requirements to: Martin L. Leich, President, Willard Library Board of Trustees, 1201 Greenfield Rd., Evansville, IN 47715. EOE.

Library director. Johnson City Public Library, located in beautiful n.e. Tennessee, has an immediate opening for an articulate, energetic administrator. This thriving library serves a community of 92,000 with a staff of 18.5 FTEs. Budget of \$480,000. CLSI contract signed. Active Friends of Library group. The successful candidate will be a positive, creative librarian with good managerial and leadership skills. Working knowledge of budgeting,

personnel administration, library automation, planning, and building maintenance are essentials. Candidate must be able to work cooperatively and effectively with library trustees, employees, government officials, and community groups. Minimum salary \$30,000 with good benefits. REQUIRED QUALIFICATIONS ARE ALA-MLS with 5 yrs. increasingly responsible library experience, including 3 yrs.' supervisory and administrative responsibilities. Applications will be accepted through Oct. 15 or until position is filled. Send letter of application and resume with 3 references to: Katie Walker, Search Committee, 2011 Northwood Dr., Johnson City, TN 37601.

Library director. The town of East Windsor, Conn., a growing community, seeks articulate, progressive administrator with strong commitment to community library service. Population of 10,000 with a 30,000-volume collection housed in a soon-to-be-remodeled and expanded facility. Staff of one FTE, 8 PTE. ALA-accredited MLS preferred or currently working on MLS. Public library experience desirable. Salary range \$23,500—\$28,000. Position open until filled. Send resume with 3 references to: Search Committee, POB 104, East Windsor, CT 06088-0104.

Library director. The Upper Arlington Public Library is seeking qualified applicants for the position of director. The library is located in a well-educated community adjacent to Columbus, Ohio, and Ohio State University. Circulation over 1 million, collection size 380,000, budget \$3 million, 112 employees, automated circulation system. Position requires community-oriented person, with MLS from ALA-accredited school, with 5 yrs. management experience in a public library. Strong administrative and leadership skills required. Salary from \$40,000 commensurate with experience. Excellent fringe benefits. Letter of application, resume, and 3 references should be submitted by Sept. 30 to: Chair, Search Committee, Upper Arlington Public Library, POB 21577, Columbus, OH 43221-9998.

Library services manager, Beverly Hills (Calif.) Public Library. Under general guidance of director of the library. Under general guidance of director of the library & community services agency, supervise, direct, and monitor day-to-day activities of a public library serving a unique, world-class city. Assist in public relations, policymaking, and cultural services. Examples of duties: prepare and monitor annual budget; supervise materials collection; oversee library's new automation project; act as library's personnel officer; manage outreach and volunteer activities; plan staff and patron orientation to new 91,000-sq.-ft. building designed by leading post-modern architect Charles Moore and scheduled to open in January 1990. 1989 budget \$2.9 million; 123 employees, 60.5 FTEs. REQUIRES ALA-accredited MLS and 5 yrs. responsible experience in a public library system. Strong public services orientation highly desirable. Salary \$42,052–\$58,464. Last day to apply: Sept. 1. For applications write: Human Services Dept., City of Beverly Hills, 336 N. Foothill Rd., Beverly Hills, CA 90210.

Multitype development consultant. General consultant needed to advise over 100 member libraries on administrative management, including budgeting, personnel administration, board relations, space utilization, taxation, public relations, and tong-range planning in a 12-county area. Must have knowledge of services in all types of libraries, collection development, programming, and be able to give assistance based on needs analysis, program development, and service assessment. Should have broad experience in identifying funding sources, preparing and negotiating grant proposals, and managing development projects in cooperation with member libraries. Coordinates and conducts continuing education workshops. Extensive

oral communications and writing ability needed; edits monthly newsletter. Dynamic opportunity for self-starter with flexible, warm personality who relates to all types of people and who exercises tact and good judgment. MLS, ALA-accredited school; 5 yrs. professional experience, including 3 yrs. as public library director in the 25,000-population range. Experience in other types of libraries highly desirable. Must have valid driver's license and like to travel; often requires extended hours. Must relocate to Rockford area after being employed. Excellent benefits. Salary, \$29,758–\$42,034, depending on credentials. Send resume and 3 work references to: Lila Brady, Executive Director, Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108. EOE.

Personnel administrator, Hartford (Conn.) Public Library. A new position at the senior management level open Nov. 1. Created to take over and expand duties now performed by the chief librarian concerning policies, work methods, and procedures relating to personnel matters such as hiring, testing, classification, safety, labor relations, equal opportunity, career development, and in-service training.

REQUIREMENTS OF THE POSITION INCLUDE knowledge of the principles, practices, and techniques of current personnel administration in publicly supported institutions as well as knowledge of public library organization, and the duties, terminology, subject matter, and requirements of a wide variety of library occupations. The personnel administrator will report directly to the chief librarian. Applicants eligible for consideration must hold a bachelor's degree from an accredited college or university (advanced degree in personnel administration or ALA-accredited MLS desirable). In addition, applicant must have a minimum of 3 yrs.' increasingly responsible professional experience in public institution personnel work, which must have involved significant supervisory responsibility. Salary range \$44,200–\$56,225 in 6 yrs. Liberal fringe benefits include 4 weeks' vacation, and fully paid medical and dental insurance. Applications must be postmarked no later than Sept. 1. Interested persons should send letter of application and resume to: John S. Burgan, Chief Librarian, Hartford Public Library, 500 Main St., Hartford, CT 06103. An equalopportunity employer.

Support services department head in a public library serving a state university community of 55,000 located 90 miles from Minneapolis—St. Paul. Library holds 235,000 items and is resource library for 10-county system. Responsible for automated circulation system, imminent online catalog, database management, and network development activities. Overall supervision of 16.8 FTEs in technical services and circulation units. Responsible for planning, budgeting, and policy development for support services operations. REQUIREMENTS: MLS from ALA-accredited library school, demonstrated professional experience with automation and supervision. Salary range \$27,761—\$37,476. Excellent benefits. Available Sept. 15. Send letter of application, resume, transcripts, and names of 3 references by Aug. 20 to: Administrative Assistant, L. E. Phillips Memorial Public Library, 400 Eau Claire St., Eau Claire, WI 54701. AA, EEO employer.

Technical services coordinator, Sioux City Public Library, a service-oriented, automated, public library system with a central library, 2 branches, and a bookmobile, serving a Missouri river community of 82,000 in northwest lowa. RESPONSIBILITIES—technical services (90%): Manage a department of 4.4 FTE; responsible for acquisition, cataloging using OCLC, and processing of all materials; manage the library's Dynix online catalog and circulation system; coordinate transition to new building (now under construction) in late

vices (10%): Assist in providing reference services. QUALIFICATIONS required: Master's degree in library science from an ALA-accredited program; at least 2 yrs.' related library work experience in any type library (we mean it—incumbent came from academe and is leaving to direct a college library); ability to communicate effectively, both orally and in writing; ability to work well independently and with others; imaginative, innovative, and responsive to change. Preferred: Experience with automated library systems of any type (you'll love Dynix!); OCLC experience; supervisory experience. SALARY: Minimum \$25,000 annually, contingent upon experience and qualifications; good fringe benefits. Applications will be taken until the position is filled; available immediately. Mail letter of application, resume, and names, addresses, and telephone numbers of 3 professional references to: George H. Scheetz, Director, Sioux City Public Library, 705 Sixth St., Sioux City, IA 51105-1998. AA, EOE.

Technical services department head, Oak Lawn Public Library. Full-time position (37.5 hours per week), ALA-MLS required, 5 yrs.' experience. Knowledge of CLSI, OCLC, MARC formats, LC subject headings, DDC 20, ANSCR required. Some knowledge of automated acquisitions desirable. Responsible for original cataloging of print and audiovisual materials. Must have ability to develop, implement, and monitor all procedures for efficient workflow within the department. Supervise 4.5 FTE. Salary range: \$24,470-\$30,490. Closing date: Sept. 1. Send resume to: William D. Goodfellow, Oak Lawn Public Library, 9427 S. Raymond Ave., Oak Lawn, IL 60453.

SCHOOL LIBRARY

High school librarian. Certification Learning Resource endorsement with MLS degree preferred; 10-mo. contract. Salary in the \$20s based on degree and experience. Under direction of head librarian, provides service to faculty of 90 and student body of 1,200, supervises library page students, assists in selection and technical processing of materials and equipment. Automated circulation Apple. Putting online 3M book security system. Located in South Texas. Contact: Ernestine Ramirez, 1801 E. Main, Alice, TX 78332; 512-664-0981.

SPECIAL LIBRARY

Cataloger, North American Imprints Program (NAIP) at the American Antiquarian Society. Prefer ALA-MLS, experience with name authority work, and original cataloging using MARC books format and AACR2. Familiarity with RLIN, LC rare book rules, and background in American history and literature helpful. Salary range is \$17,500-\$22,000, plus benefits and 20 days' vacation. Position begins September 1989. Applications will be accepted until position is filled. Project is funded by NEH for 2 yrs. with possibility of a 2-year renewal. Total project staff will include director, 2 catalogers, and one assistant. AAS is a learned society which was founded in 1812 and holds close to 3 million books, pamphlets, broadsides, manuscripts, prints, maps, and newspapers. If specializes in American history, life, and culture to 1877. NAIP has as its long-term goal the creation of a union catalog of books, pamphlets, and broadsides printed in the United States and Canada through 1876. The currently funded phase of the program is for cataloging titles in AAS collections printed from 1821 to 1830. Send letter of application explaining background and interests, resume, and the names of 3 current professional references to: Eleanor S. Adams, Personnel Office, American

Chief of manuscripts division/library, the Historic New Orleans Collection. QUALIFICA-TIONS: Advanced degree in American/Southern history, experience in archival and library procedures (desirable: MLS from ALA-accredited program and/or certified archivist or archivist eligible for certification), at least 5 yrs. administrative experience, strong com-munications skills, ability to work well with staff, prospective donors, and other members of the professional and local community. RESPONSIBILITIES: To coordinate the activities and supervise the operations of the manuscripts division and the research library. To promote collection development through donation and purchase and to oversee collection management and preservation. To work with other department heads on publications, collecting, educational programs, and computerization. To attend regularly the appropriate professional meetings at the local, regional, and national levels. SUPERVISOR: Reports to the director. *SALARY*: \$35,000-\$45,000, competitive and commensurate with qualifications. *BENEFITS*: Excellent health plan, pension plan, life insurance. Offices in restored historic buildings enhanced by art works from the collections. The Historic New Orleans Collection has a sirable source that Orleans Collection has a sizable acquisitions fund and is committed to enlarging and caring for its collections. Opportunity to contribute to the continued development of a major regional research center. Consideration will be given to applications beginning Sept. 15.
Position open until filled. Apply to: Peggy
Caronna, Personnel Director, Historic New
Orleans Collection, 533 Royal St., New
Orleans, LA 70130-2179.

Librarian for North Pacific studies. Bibliographer/subject specialist for NPS Center, Oregon Historical Society. RESPONSIBIL-ITIES: Analyzes subject strengths/needs for collection development; functions as reference liaison librarian between library and the NPSC staff; serves as coordinator of library services to researchers, resident and visiting scholars, and staff. QUALIFICATIONS: Library degree; knowledge of cataloging principles; knowledge of and experience with OCLC database or other bibliographic utility; reading skill (with help of dictionary) of Japanese, Korean, or Chinese, preferably Chinese language; knowledge of Pacific Northwest history and Pacific Rim countries desirable. Salary \$20,000-\$25,000 depending on experience. Excellent vacation and fringe benefits. Send letter of application and resume, including references, to: Oregon Historical Society, 1230 S.W. Park Ave., Portland, OR 97205; Attn.: L. W. Flannery; 503-222-1741.

Librarian. Responsible for reference, cataloging, and public service for 25,000-vol. genealogy and history collection. Utilize Bibliofile for current and retrospective cataloging for automated intelligent catalog. MLS from ALA-accredited school; automation courses; major in American history; interest in genealogy; working knowledge of personal computers, LC, AACR2, and MARC preferred. 40 hours per workweek; BC-BS paid; 2 weeks' vacation; salary: \$20,000-\$21,000, depending on experience. Send resume, transcripts, and 3 letters of reference to: Executive Director, National Society of the American Revolution, 1000 S. 4th St., Louisville, KY 40203. No telephone responses will be considered.

3 positions with the USNP/Illinois Newspaper Project, a 3-year project funded by the National Endowment for the Humanities for the period July 1989–June 1992, with possible continued funding for an additional 3 years. 1) Project coordinator/senior cataloger. Challenging professional position as coordinator of the Illinois Newspaper Project. RESPONS/BLE FOR overseeing the original cataloging on OCLC of newspapers at the Illinois State Historical Library and at the Chicago Historical

and for implementing all public relations aspects of the project. QUALIFICATIONS: ALA-accredited MLS; demonstrated original OCLC serials cataloging experience; knowledge of AACR2 and LC subject headings; well-developed oral and written skills; ability to catalog foreign language newspapers; ability to work independently to exercise independent judgment, and to establish and maintain effective working relationships. Supervisory experience desired. Salary range: \$24,000–\$26,000. 2) Project catalogers. RESPONSIBLE FOR the original cataloging on OCLC of newspapers at the Illinois State Historical Library. QUALIFICATIONS: ALA-accredited MLS preferred; working knowledge of OCLC; familiarity with AACR2 and LC subject headings; ability to work well with colleagues and to meet production goals within a specific time period; accurate typing skills. Salary range: \$19,000–\$21,000. Send letter of application, resume, and names and current addresses/phone nos. of 3 references by Aug. 15 to: Laura Berk, Newspaper Librarian, Illinois State Historical Library, Old State Capitol, Springfield, IL 62701; 217-785-7941. AA, EEO.

STATE AGENCY

Cataloger/automation consultant (Librarian II). This is a full-time, permanent position based at the Diamond Library, University of New Hampshire in Durham. MAJOR RESPONSIBILITIES INCLUDE OCLC cataloging for a multitype library system, coordinating of system's cataloging activities, and consulting with member libraries in the area of library automation. QUALIFICATIONS ARE: ALA-accredited MLS degree, knowledge of automated library systems, cataloging experience with OCLC or other bibliographic utility, and 3 yrs.' professional librarian experience. Salary range (based on a 37.5-hour workweek) is \$22,386—\$26,481. For further information, contact: Matthew J. Higgins, New Hampshire State Library, 20 Park St., Concord, NH 03301-6303; 603-271-2393.

Librarian supervisor (#504.0; exempt position), State Library of Ohio. \$11.01 per hour; \$22,900 annual equivalent. JOB DUTIES: Responsible for all functions within the reference and audiovisual work units; supervises paraprofessional staff assigned to both areas; plans and develops online collection of regional center; utilizes fully automated collection system (CLSI) to respond to a large volume of reference inquiries from local libraries; provides technical assistance to area libraries on reference and audiovisual programming. Reviews and selects materials purchased for the reference and audiovisual departments; analyzes collection to discard outdated materials as an overall program development plan for reference services. As assigned, will perform various other administrative and librarian tasks. MINIMUM QUALIFICATIONS: Master's degree in library science from an accredited college or university and 3 yrs. accredited college or university and 3 yrs. experience in bibliographic and/or informational services plus: 3 courses in management and/or supervision or 3 mos. experience; or equivalent. OTHER INFORMATION: This position is located in Caldwell, Ohio, at the Southeastern Ohio Regional Library Service Center. Employee, State of Ohio. 10 working days' sick leave per year paid at 100%. 32 hrs. personal leave per year 3 days' bereavehrs.' personal leave per year. 3 days' bereave-ment leave for death of an immediate family member. May request payment of unused sick leave and personal leave in December each year. 2 weeks' vacation after one yr.'s service. 10 paid holidays per year. Excellent health care benefits available. Disability benefit program and life insurance available at no charge to employee after one yr.'s service.
Public Employees Retirement System (PERS). State Employees Credit Union available. This position is exempt from collective

nel Officer, State Library of Ohio, 65 S. Front St., Columbus, OH 43266-0334; 614-644-7061. Equal-opportunity employer, equal-access agency.

Library Program Advisor II (readvertised). Provide direct consulting services to local, county, regional, and city library systems concerning all aspects of library development; monitor activities of subgrant projects; make detailed surveys of specific library problems and make recommendations; assist in development of standards and guidelines for establishment, development, and evaluation of public library services. REQUIRES ALA-accredited MLS plus at least one yr.'s experience in professional library services. Public library administrative experience preferred. Salary \$19,422–\$22,750 (Grade 19). Closing date, Aug. 31. Send letter of application, resume, credentials, and 3 letters of reference to: Kathryn M. Smith, Deputy Director for Administration, Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.

Supervisor I, library development programs, and coordinator of Regional Library Service Systems, State Library and Adult Education Office (a part of the Colorado Department of Education). Under the general direction of the deputy state librarian, this position is responsible for the administration, coordination, and development of those program areas of the state library that pertain to library development, such as consulting, continuing education, resource sharing, and LSCA services. The position is directly responsible for the coordination of the programs of Colorado's Regional Library Service Systems (RLSS), and provides supervision for the library development unit, consisting of the public library consultant, the school library consultant, and the LSCA coordinator. MINIMUM QUALIFICATIONS: 1) Master's degree in library science from an American Library Association—accredited library school or equi-

VENDOR/UTILITY

Librarian Thesauri & Projects

Predicasts is a leading producer of business and technology databases. We seek an information professional to catalog serials, research and input changes to our company and SIC thesauri, and handle special projects in the library, including developing a reference collection.

This entry-level position requires an MLS, cataloging and reference course work (or experience), excellent communication and time management skills, and the ability to accurately handle details. Online searching experience and knowledge of Western European languages desirable.

Predicasts is located in University Circle, close to museums and attractive, affordable housing. We offer a competitive starting salary (19-21K) and a relocation assistance program. Send resume to:

Director of Employee Relations

Predicasts

11001 Cedar Ave., Cleveland, OH 44106

An Equal Opportunity Employer M/F/H/V

valent media master's degree; 2) 5 yrs.' increasingly responsible professional library experience; 3) ability to travel, mostly in Colorado. Applicants must have, or be able to obtain, a Colorado driver's license. INITIAL SALARY RANGE: \$40,500-\$43,500. Actual placement on the salary schedule is dependent upon education and experience. Applicant materials must be received by Aug. 16. PROCEDURE FOR APPLICATION: Send state application, letter of interest, resume, letters of reference, and other supportive documents to: Personnel Office, Colorado Department of Education, 201 E. Colfax Ave., Room #507, Denver, CO 80203; 303-866-6814. CDE is an equal-opportunity, affirmative-action employer.

VENDOR/UTILITY

Manager of fulfillment. Information on Demand, Inc., a leading information broker specializing in universal document retrieval, is currently seeking a manager of fulfillment. The manager is responsible for the fulfillment department, which locates documents at staffed and outside sources worldwide. This involves routing, verifying, and placing orders for difficult-to-locate documents. The manager must interact with other department managers, staff, clients, and fulfillment network daily. THE REQUIREMENTS ARE a minimum of 3 yrs. performing interlibrary loan in a high-volume setting; 2 yrs. online searching/verifying, using business and technical databases on ORBIT and/or Dialog; familiarity with online cataloging systems (i.e. RLIN, MELVYL), multidisciplinary reference experience; and a minimum of 3 yrs.' supervisory experience; MLS preferred, bachelor's required. Salary range is \$30,000-\$35,000, depending on experience. If interested, please call or send resume ASAP to: Sherrie Burson, Information on Demand, 8000 Westpark Dr., McLean, VA 22102; 703-442-0303 x521.

CONSUMER

FOR SALE

CARD CATALOG CASES: 3 double 120-drawer "ranch style," each group with continuous top, closed base. Dark oak with cycolac trays. Also, one double (90 drawers), same with yellow formica continuous top. 5 60-drawer standard height, closed base, walnut finish, wood trays (Brodart). All in excellent condition. Best offer plus freight. Contact N. S. Ladof, Camden County Library, Echelon Urban Center, Laurel Rd., Voorhees, NJ 08043.

BOOKMOBILE: Ingerson 1979, Custom-built, 67,000 mi., Automatic, 1.5-ton Dodge Chassis, 28-ft. mobile home-style, Generator and AC, Propane heat. For further information contact Jan McCormack, Morton County Library, 300 1st St. N.W., Mandan, ND 58554; 701-667-3327.

INSTANT LIBRARY: 35,000 new books 40-70% off list price. Comprehensive collections of new scientific, technical, medical, and scholarly subjects. Art, behav. sci., business, computers, chemistry, education, history, medicine, natural science, physics, political sci., psychology, urban studies, zoology, and more. All titles new (1983–88) and current. No secondhand or remainders. Partial catalogs available. Travel expenses paid to Washington, D.C., for librarians purchasing \$10,000 or more from existing stock. For details, contact.

FOR SALE: GEOLOGIC ATLASES OF THE UNITED STATES, in folio format, published by the U.S. Geological Survey, circa 1900. ALL in excellent condition. Offered in 2 groups: east of the Mississippi River (83 folios); and west of the Mississippi River (89 folios). Minimum bid of \$1,000 for each group. Submit written offer (FOB Duluth) by Aug. 25. Contact John Sandy, NRRI, University of Minnesota/Duluth, Duluth, MN 55811; 218-720-4228.

FOR SALE: ONE WOOD CARD CATALOG UNIT, with 12 drawers; 2 wood card catalog units with 15 drawers; 3 Wilson rear-screen projection systems with carts; 3 Tattle-Tale detection units (sensitizer/desensitizer); one complete Addressograph circulation system including one Addressograph Model 6340 card maker, one FIMA Model 561F embosser, and 22 Addressograph card imprint slide machines; 11 microfiche readers; 5 IBM Selectric II electric typewriters. Payment terms and condition of equipment are: FOB Fort Worth/as is. Bidder must be able to pick up and remove purchased items within 30 days of acceptance of bid and receipt of check. Bids should be submitted to: Fiscal Officer, Fort Worth Public Library, Admin. Office, 300 Taylor St., Fort Worth, TX 76102.

ATTENTION: CHILDREN'S LIBRARIANS. 27 Magical story hours incorporating irresistible elementary science experiments. STORY-TIME SCIENCE by trend-setting author Virginia Baeckler. Send \$10 to Sources, Dept. C-104, 26 Hart Ave., Hopewell, NJ 08525.

WANTED

WANTED: 60-DRAWER CARD CATALOG CABINETS for library not yet online. If you have cases you no longer want, please call or write Karen Rice, Wilson Library, Western Washington University, Bellingham, WA 98225; 206-676-3303.

PURCHASING. Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827; 517-663-8428.

TOP PRICES PAID FOR TIME, LIFE, NEWS-WEEK, LIT. DIGEST, LOOK, SAT. EVE. POST, DIAL, CRAFTSMAN, & many other pre-1960 mags, bnd. or unbnd. Also need SERIALS SET, complete or odd vols. JTZ Inc., 2969 W. 25th St., Cleveland, OH 44113; 216-241-7640; FAX: 216-241-6966.

LIBERAL ARTS COLLEGE LIBRARIES for new school. Jim Stitzinger, 23800 Via Irana, Valencia, CA 91355; 818-909-5625 or 805-259-2011.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

August

16-17: Youth Services Institute, Holiday Inn East, Harrisburg, Pa. Spons., Pa. LA; Pa. State Lib. Info.: PLA, 3107 N. Front St., 17110 (717-233-3113).

17-18: Upper Midwest Microcomputers in Libs. conf., Earle Brown Center, U. Minn., St. Paul Campus Info.: A. Grosch, S-98, Wilson Lib., U. Minn., 390 19th Ave. S., Minneapolis 55455 (612-624-7038).

17-19: White House Conf. on Lib. & Info. Services Task Force annual mtg., Portland (Oreg.) Marriott Hotel. Info.: B. Knudsen, Local Arrangements Ch., 2701 N.W. Vaughn, Suite 766, 97210 (503-274-7988).

21-25: Online Systems, Services, & Databases wkshp., SLIS, U. Western Ont., London. Spons., U. Western Ont./SLIS. Fee, \$550. Info.: P. Nicholls, SLIS, U. Western Ont., London, Ont. N6G 1H1, Canada (519-661-3542).

22: PC Publishing wkshp., Wisconsin Center, U. Wis., Madison. Spons., UW-Madison/Communication Programs/Div. of U. Outreach. Fee, \$110. Enrollment limited. Info.: M. Marler, Prog. Coord., Div. of U. Outreach, Communication Programs, UW/Madison, 222 Lowell Hall, 610 Langdon St., 53703 (608-262-2368).

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Prior to NELA Conference

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COMING UP

IFLA Annual Conference

Aug. 19–25, 1989 Paris, France Aug. 18–24, 1990 Stockholm, Sweden

AASL National Conference

Salt Lake City, UT Oct. 19-22, 1989

Executive Board

Chicago, IL Nov. 1-2, 1989

ALA Midwinter Meeting

Chicago, IL Jan. 6-11, 1990 Chicago, IL Jan. 12-17, 1991

National Library Week

April 22-28, 1990

ALA Annual Conference

Chicago, IL June 23–28, 1990 Atlanta, GA June 29–July 4, 1991

PLA National Conference

San Diego, CA March 20-23, 1991

ACRL National Conference

Phoenix, AZ April 1-4, 1992

24: Improving Customer Service: A Full-Day Wkshp. for Lib. Support Staff, Area 3 Lib. Services Authority (Tri-ALSA), Fort Wayne, Ind. Spons., Tri-ALSA. Fee, \$16. Info.: J. Raifsnider, Coord., Tri-ALSA, 900 Webster St., POB 2270, 46801-2270 (219-424-6664).

26-27: New Faces in the Lib. conf., U. Calif./Ext. Center, San Francisco. Spons., U. Calif./Ext. Info.: LIS, UC/Berkeley Ext., 2223 Fulton St., Berkeley 94720 (415-643-6903).

28-30: Nordic Conf. on Info. & Documentation, Aarhus, Denmark. Spons., Danish Society for Scientific & Technological Info. & Documentation. Info.: 7th Nordic I&D, State & Univ. Lib., Universitetsparken, DK-8000 Aarhus C, Denmark.

September

4-8: Int'l. Symposium on Info. Technology: Standards for Bibl. Control, Bangkok, Thailand. Spons., Thammasat U. Info.: T. Suvarnadat, Thammasat U. Libs., Bangkok 10200, Thailand.

6-8: Optical Info. Systems annual conf. & exhib., Arlington, Va. Focuses on worm/ erasable optical storage & digital document image automation. Spons., Meckler Corp. Info.: M. Reed, Dir. of Confs., Meckler Conf. Dept., 11 Ferry Lane W., Westport, CT 06880 (800-635-5537 or 203-226-6967; Fax: 203-454-5840).

7-9: Western Assn. of Map Libs. annual fall mtg., UC/Irvine. Fee, \$20. Info.: J. Gelfand, Main Lib., UC/Irvine, 92713 (714-856-4971).

8-9: Kentucky School Media Assn. annual conf., Executive West Hotel, Louisville. Theme, "Reading + Writing + Technology = Info. Power." Info.: S. Livingston, Lib. Media Services, 4409 Preston, 40213.

10-13: Business Info. for Industry, Jerusalem, Israel. Spons., Int'l. Fed. for Info. & Doc-

umentation (FID). Info.: ORTRA Ltd., 2 Kaufman St., Textile Center, POB 50432, Tel Aviv 61500, Israel.

10-13: Info. Industry Assn. annual conv. & exhib., New York (N.Y.) Hilton. Theme, "The Customer Connection." Info.: IIA, 555 New Jersey Ave., Suite 800, Washington, DC 20001 (202-639-8262).

11-12: How to Conduct a Lib. Use/Lib. User Survey wkshp., Spokane, Wash. Also on Sept. 14-15 in Olympia, Wash. Spons., Wash. State Lib./Lib. Planning & Development. Info.: M. Landrum, Curric. Coord., U. Wash. Ext. GH-21, Seattle 98195 (206-543-2300).

11-13: Technology & Appls. Institute, New York, N.Y. Spons., Special LA. Info.: Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700)

12-15: Michigan Health Sciences Libs. annual ed'l. conf., Grand Hotel, Mackinac Island. Info.: K. Kelly, Ln./CME Coord., Dean C. Burns Health Sciences Lib., Burns Clinic, 560 W. Mitchell, Petoskey 49770 (616-348-4500).

14-15: Methods & Techniques of Bibl. Instruction wkshp., Wisconsin Center, Madison. Spons., U. Wis.-Madison/SLIS/CE Services. 2.2 CEUs available. Fee, \$170. Info.; J. Pearlmutter, Program Coord., SLIS, CE Services, UW, 600 N. Park St., Madison 53706 (608-262-6398).

14-17: First Int'l. Conf. on Bibl. Access in Europe, Center for Bibl. Management, U. Bath, U.K. Spons., U. Bath/Center for Bibl. Management. Fee, £240. Info.: P. Bryant, Director, Centre for Bibl. Management, Lib., U. Bath, Bath BA2 7AY, U.K. (02-25-826-580; Telex: 449097).

17: Annual New York Is Book Country Fair, New York, N.Y. Theme, "Cultural Literacy for the 21st Century." Info.: L. Exman, "New York Is Book Country," c/o Simon & Schuster, 1230 Ave. of the Americas, 9th Fl., New York, NY 10020.

17-19: Medical LA/Midwest Chapter annual mtg., Pfister Hotel & Towers, Milwaukee, Wis. Cospons., Wis. Health Science LA; Medical College of Wis. Libs.; S.E. Wis. Health Sciences Lib. Cnsrtm. Theme, "A Great Conf. on a Great Lake." Fee, \$95. Info.: S. Wochos, Health Scis. Lib., St. Mary's Hospital, 2323 N. Lake Shore Dr., 53201.

21-22: Strategies for Effective Lib. Management wkshp., Lowell Hall, Madison, Wis. Spons., U. Wis.—Madison/SLIS/CE Services. 1.5 CEUs available. Fee, \$195. Info.: see Sept. 14–15.

21-23: North Dakota LA annual conf., Ramada Inn, Grand Forks. Theme, "N.D. Libs.: Continuing a Century of Pride & Progress." Info.: D. Vyzralek, Conv. Chair, N.D. State Historical Society, Bismarck 58505.

22: Dewey 20: Introducing the 20th Edition wkshp., SLIS, U. Iowa, Iowa City. Spons., U. Iowa/SLIS. .5 CEUs available. Fee, \$35. Info.: E. Bloesch, SLIS, U. Iowa, 3087 Library, 52242 (319-335-5707).

(Conference report cont. from p. 648.)

people and groups who are fighting apartheid, and that the free flow of information is beneficial to the evolution of South African democracy. The guidelines allow professional travel to South Africa that would contribute to the country's democratic progress, but oppose activities that would promote South Africa as a regional center for library development (such as lectures or training programs at apartheid institutions).

Although recent movement has been toward a selective boycott of South Africa, some audience members opposed anything other than a total boycott. Mark Rosenzweig of Columbia University library school maintained that the purpose of a boycott is to make the functioning of a society more difficult, claiming the new guidelines support the universities and libraries that serve the apartheid regime. But panelist Lorraine Haricomb, now at the University of Illinois/Urbana but formerly a librarian at a South African college for "coloured" students, expressed the view that "restricting information from this side would be a reinforcement of censorship."

The task force will now rework the guidelines to incorporate input from the meeting, including the adoption of four amendments proposed by Hennepin County (Minn.) Library's Sanford Berman. Members hope to have a final document to present to Council at Midwinter Meeting.

Women administrators discuss parental leave policies

"Parental Leave: Managing the Library Without Mom or Dad," sponsored by the Women Administrators Discussion Group of the Library Administration and Management Association, addressed diverse facets of a difficult subject. Three speakers thoroughly engaged the audience and generated a lively question-and-answer session that followed the presentations.

Yale's Maureen Sullivan opened by focusing on three key issues: Developing a work climate supportive of personal concerns; facilitating performance by creating supportive policies; and working for change in parent organizations and government at all levels.

"We want our employees back," said Mary Ann Wersch, Multnomah County (Ore.) Public Library human resources director, as she outlined implementation of parental leave policies that have existed at the library for 11 years. Wersch assured her audience that the liberal leave policy had not compromised library services.

Patricia Montgomery, librarian of Park City (Utah) Public Library, spoke about parental leave in the small library. Montgomery acknowledged staffing difficulties when granting parental leaves, but focused on the need for administrators to assess their ability to empathize with employees concerned about family responsibilities. Working parents, she said, have more onthe-job accidents at 3 p.m. than at any other time because they are preoccupied by concern for their children, who are then leaving school. Montgomery referred to this as the "Three O'Clock Syndrome."

Economic pressure will be stronger than affirmative action

"We're on the verge of change, but it doesn't have anything to do with justice and equality," Eddie Williams claimed during "Access to Library and Information Services: Issues and Strategies for Minorities," sponsored by ALA's Office for Library Outreach Service. President of the Joint Center for Political Studies in Washington, D.C., Williams said he believes economic pressure will soon be stronger than

Berger calls for a return to the basics

Citing information access as the ALA priority that "has led the pack" for years, 1989–90 President Patricia Wilson Berger called on the Association to devote its efforts to three areas that are basic for "stable, unfettered information access for our citizens": literacy, preservation, and fighting censorship.

In her June 28 inaugural address, Berger noted that the last three ALA presidents have also stressed the battle against illiteracy. "What good will information access be in the year 2010 if two-thirds of our people cannot read?," Berger asked. "Why worry about censorship if most Americans can't comprehend what's on a printed page or displayed on a terminal screen?"

"Some librarians believe that illiteracy is not the librarian's problem," said Berger, "that the problem belongs to the educators who have failed us and therefore it is the educators who should fix it." Her simple retort: "Baloney!"

Berger cited several preservation issues that she said deserve far more attention than they have received thus far, particularly those raised by new technologies. "The very automation developments that have made access easier... have also created the ideal environment for computer hackers and saboteurs to clobber, at will, not only our systems, but also the information our systems contain." If we can't find solutions to these security problems, Berger warned, we may be

forced to operate in a severely restricted environment.

Berger also expressed concern about guaranteeing preservation of the increasing number of reports, memoranda, and other documents that are resident in computers and will never be transcribed on paper. She announced plans for a President's forum to address these technological preservation problems next year.

ALA's swift response to the Ayatollah Khomeini's death threat against Salman Rushdie showed that "when matters of intrusion and censorship are on the table, ALA has been and continues to be a pioneer and a leader," said Berger. She announced that ALA is negotiating with the Benton Foundation on a project called "Freedom of Information, a Grass Roots Campaign," aimed at sensitizing librarians and the public to the dangers posed by privatization of government documents and libraries.

Berger concluded by expressing confidence in the profession's ability to face these challenges. The "arduous, exhausting process" of the Executive Board's search for a new executive director gave Berger "increased pride in my chosen profession and an abiding confidence that this generation of librarians is smart enough, sensitive enough, compassionate enough, savvy enough, and feisty enough to do us proud in the years to come."



At her Inaugural Banquet, President Berger (center) embraces two former ALA presidents—and fellow alumni of Catholic University's graduate library program. At left, Elizabeth Stone; right, Peggy Sullivan.

Annual Conference report affirmative action.

"The American work force is running out of workers who can read, write, and count. Businesses will have to spend billions to train workers." He noted that by the year 2000, more than 80% of new workers will be women, minority, or immigrant. The modern civil rights struggle is "a battle for the mind."

Williams decried the state of American education, saying, "Without education, the vicious cycle of poverty will continue." He said librarians play a critical role, and called on the audience to become part of a citizens' coalition to "demand education the way we demanded voting rights."

"Information is the key to economic and political empowerment," Williams said. He also claimed the military can be an ally to education, a point with which at least one audience member took exception.

At the risk of "being accused of blaming the victim," Williams said the black community must rise to the level of selfcriticism and "differentiate between discrimination and self-inflicted failure."

Panelists responding to Williams' talk brought the issue closer to libraries. Jane Heiser of the Enoch Pratt Free Library in Baltimore said, "You can't serve the population that needs outreach services by sitting in your library." She explained that libraries are still relegating outreach to low-priority status.

James Welbourne of the Carnegie Library of Pittsburgh agreed. "We have to get out of our buildings," he said, "and into the community." Welbourne also talked about financial support for libraries, saying, "Stabilizing the tax base should be the primary goal of every urban library director."



OLOS speaker Eddie Williams, president of the Joint Center for Political Studies: "Information is the key to economic and political empowerment."

Panelist Patricia Tarin of the University of Michigan Libraries startled the audience by citing recommendations for barrier-free service to minorities from as far back as 1913, which sounded as if they could have been written yesterday. We cannot wait another 60 years—when 1/3 of the population will be minority—for the profession to implement these policies, she urged.



The California Raisins, seen here at the Opening General Session, will bring a new wrinkle to the literacy campaign with visits to libraries. Their stop at the Conference daycare area was scrubbed—the Raisins couldn't fit through the door.

"Video discrimination" attacked by IFRT panel

Libraries that handle videos differently than other formats—particularly by restricting access for younger patrons—received some harsh comments from the three speakers at an Intellectual Freedom Round Table program on video in libraries.

Film critic Judith Crist discussed some of the differences between film and video. While movie theatres offer a communal experience, said Crist, video viewers "retreat to the light and perhaps the loneliness of our own homes." She added that the use of video is more like "the book experience," where "you are turning the pages, controlling the volume."

Crist said that the presence of videotapes in library collections helped to "legitimize" the medium for those who grew up when movies were not considered a serious art form. And although videocassettes may have led to the death of revival houses showing classic films, Crist added, they may also bring "new life" to libraries.

Libraries should maintain the same standards for acquiring videocassettes as they do for books, said Crist, and they should also apply the same philosophies in making them widely available to the public. "We are not the keepers of our brother's morals," she concluded, "we are the keepers of his rights."

Gordon Conable, director of the Monroe County (Mich.) Library System, reported on the results of a survey he conducted of library video policies in Washington State. Among his findings: library video collections are still very small, with an average of 1,700 titles and 4,000 tapes (this, Conable pointed out, indicates that libraries pose little competition to video rental shops); videos make up an average of 5% of total circulation, with each tape circulating an average of 30 times per year; and libraries tend to follow either of two basic principles: "We will have no bestsellers" or "We will have nothing but bestsellers."

Conable found that 62% of the libraries limit access to videos based on age. Although 80% have adopted ALA's Library Bill of Rights, three-fourths of the libraries violate that document's policy on access for minors.

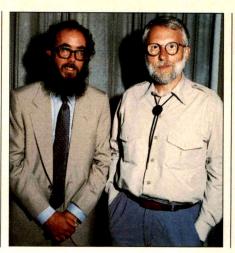
Forty percent of the libraries have never received a formal challenge to videos in their collections. That's roughly the same rate as for other formats, said Conable, indicating that videos won't subject libraries to would-be censors any more than other materials do.

Conable agreed with Crist's observation that videos have as much in common with books as they do with films. Like books, videos offer a private, "one-on-one" encounter, and allow us to view the material "on our own terms." Add the fact that a videocassette costs about the same as a book and resembles it in physical dimensions, and "the rating system and the need to censor"—a legacy of video's motion-picture origins—"becomes obsolete."

ALA Video Director Sally Mason also attacked the Motion Picture Association of America's movie rating system, asking, "What if the ABA rated books and ran a campaign to convince the public this is good?" Most libraries had put age restrictions on their film collections due to the high costs of the materials, she said, but with video "the financial issue is all but dead."

In addition to access to video for young people—the focus of a new Library Bill of Rights interpretation approved by Council at Conference—Mason listed other video issues that may be on future ALA agendas: the "AV-budget-is-an-easy-hit" syndrome; the "bargain-basement" syndrome that results in only popular, low-priced titles being purchased; charging the public fees for borrowing videos; and making a distinction between video borrowers and "real" patrons.

NEWBERY WINNER Paul Fleischman (left) and Caldecott winner Stephen Gammell. Fleishman's Joyful Noise: Poems for Two Voices was published by Harper & Row: Gammell's illustrations appeared in Song and Dance Man, written by Karen Ackerman and published by Alfred A. Knopf/Random House. At right, Chair Clarence Chisholm of Ohio Univ. (with Laurel Minott, Michigan State Univ.) announced that the ACRL Black Studies Librarians Discussion Group has officially become the Afro-American Studies Librarians Section. The group sponsored "Out of Sight, Out of Mind, Out of Print," where several publishers highlighted their programs for keeping significant books in print.





AL interviews Charles Scribner: "ALA charges my batteries"

In 1952, Charles Scribner, Jr. became president of the family publishing house. He was the fourth person bearing the name to head the firm, which was founded in 1846.

Publisher of Ernest Hemingway, C.P. Snow, and many other major literary figures, Scribner, a Princeton-educated classicist, has always had a special fondness for reference books, librarians, and libraries.

Sighted in the exhibits area talking animatedly with a vendor, Scribner agreed to a telephone interview conducted while he vacationed in northern Michigan after conference. He explained to AL that he wanted to see Hemingway's Michigan and hoped to meet the author's 96-year-old sister.

AL: How long have you been attending ALA conferences?

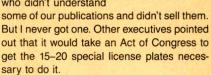
CS: [Dallas] was at least my thirtieth. I've only missed one ALA in that time. Last year an illness caused me to miss the New Orleans conference and I was very disappointed at that. I'd suffer withdrawal symptoms if I didn't get to go.

AL: Mrs. Scribner also attends ALA conferences. Does she also enjoy

CS: Oh, there may be a quantum of duty in it for her, but she also feels that returning to ALA conferences is like going home.

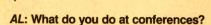
AL: You must have many demands on your time; why do you attend ALA so faithfully?

CS: When my father died, Scribner executives didn't attend regularly. But I had some very wise advisors who told me it was important, particularly for our children's book program. I found ALA to be a marketplace of ideas and a haven of learning. ALA charges my batteries. Once. my batteries became overcharged. I fell in love with a bookmobile! It was Parnassus on wheels! I became convinced that Scribner's should buy one and take our books right to our customers. I wanted to fill the gaps never left ALA withcaused by retailers out a good idea." who didn't understand



Charles Scribner at

the exhibits: "I've



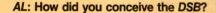
CS: I like to sell our books! I also study other exhibits. I've never left an ALA meeting without a good idea. Over the years I've made many friends at ALA. Librarians are so enthusiastic about our books that I like to talk with them in our booth. I like librarians and admire them profoundly; they're the priests and priestesses of literacy.

AL: What did you see in Dallas that most interested you?

CS: I've been reviewing Dallas in my mind and am very excited by the new technology I saw-new reading opportunities for the handicapped...talking books...new developments in book publishing like digitalizing il-

AL: What publication are you proudest of?

CS: The Dictionary of Scientific Biography. It was innovative, but the world didn't really see the need for it until we published it. One scholar referred to it as the Los Alamos of the history of science.



CS: It was eureka in the bathtub. We had the Dictionary of American Biography and a dictionary of scientific biography came to me while I was taking a bath. I've taken many baths since but not all have been as profitable. To quote Einstein, "It was the most beautiful idea in my life."

AL: Who is your favorite Scribner author?

CS: Hemingway. He was our most famous author, but he also acted like a father toward me. Once, when I requested that he write a preface for a collection we were publishing, he turned in a manuscript that really wasn't very good. I had the temerity to tell him so. He sent a blistering telegram from Spain that probably registered on seismographs there, and for a number of days I lived with the knowledge that I'd lost our most famous author. I waited for the 'Dear Charles' letter.' Later he wrote to me, "Mary didn't think it was very good either. If I can no longer write for you, I'll be your scout."

AL: Who would you like to have published that you didn't?

CS: Oh, there are so many. I'm afraid I've violated the Tenth Commandment frequently; if you really love books it's hard not to wish you had a book on someone else's list. Solzhenitsyn is one. And a friend of mine-Louis Auchincloss-I wish I'd published his book The Rector of Justin. -T.G.

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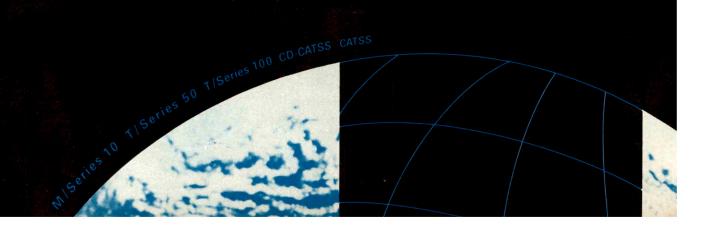
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Annual Conference report

Publishers, librarians vent quarrels with reviews

"We're not here to criticize, but to examine the process," said Peter Simon of Bowker, moderating a panel discussion called "Too Many Books, Too Few Reviews: Trends and Issues in the Book Reviewing Process and Meeting Library Needs," sponsored by a joint committee of the Association of American Publishers and the Resources and Technical Services Division. But with 25% of the audience composed of publishers, the temptation was too great. As one questioner put it, "There's a great deal more conflict between libraries and publishers than our good-natured panel would like to admit."

In fact, the real quarrel during this program seemed to be between publishers and the library reviewing media, with this audience decidedly inclined to side with publishers.

Panelist Dimi Berkner of Silver-Burdett Press pointed out that publishers spend a great deal of money sending out review books—with a ten-to-one hit rate. She also said a case could be made for an unconscious correlation between the books a journal selects for review and its advertisers. She pointed out that there seem to be no professional rewards for excellence in book reviewing, nor are there courses on how to do it.

Audrey Eaglen of Cuyahoga County (Ohio) Public Library bemoaned the lateness of some reviews, but added that librarians who wait for reviews before buying Judy Blume and Beverly Cleary are "in the wrong business. In a bookstore if you made these decisions, you'd be out of business." Eaglen also pointed out that of 50,000 new titles annually, 45,000 are never reviewed.

Another panel member, James Sweetland of the University of Wisconsin SLIS, reported on a study that shows: "What librarians say they do and what they do are not quite the same." There is little evidence, he said, to support the notion that the more a book gets reviewed, the more it's bought.

A discussion of how the American Booksellers Association convention compares to ALA's Annual Conference ensued when panelist Genevieve Stuttaford of *Publishers Weekly* said she found the lack of books in the exhibit hall "a scandal." *Library Journal*'s Nora Rawlinson added that one librarian told her, "ABA is where we go to see the books." One publisher's representative in the audience explained that publishers believe librarians rely on reviews, so "why should we talk to

librarians—they're not going to listen to us."

Panelists Bill Ott of *Booklist*, Anita Silvey of *Horn Book*, and Robert Balay of *Choice* gallantly explained the difficulties in the reviewing process and asked, "Do you really want more reviews?"

If AL is a ten-gallon hat,
Dallas was a 20-gallon
conference! Our conference
coverage will spill over into the
September issue. More photos,
more meeting coverage...more.

Key figures offer updates at international assembly

The tone was diplomatic as speakers took their turns at the International Relations Assembly, sponsored by the International Relations Committee. But behind some of the polite presentations are serious political issues. Hans-Peter Geh, for example, offered greetings from the International Federation of Library Associations and Institutions (IFLA), over which he presides. He stated, "Although IFLA is purely professional and not political, this does not mean we do not raise our voice [in political matters]." Elsewhere at the conference, however, ALA Councilor Maurice

Freedman cautioned that ALA would be facing a hard decision in dealing with IFLA's continuing acceptance of certain South African institutions as members.

Hugo B. Margáin, Mexican senator and former ambassador to the U.S., spoke on The Challenge of Interdependence: Mexico and the United States, the latest publication of the Bilateral Commission on the Future of U.S.-Mexican Relations, of which he is a member. The work touches on some of the hottest issues in today's headlinesimmigration, illicit drugs, and debt. People who have studied the commission's works, Margáin said, have been amazed how little they actually knew about Mexico. Commission Staff Director Peter Smith was also on hand, noting that he would like to see a \$1 billion education swap with Mexico against its debt.

Alan White, (British) Library Association president, commented on his association's efforts to urge Britain to rejoin UNESCO—paralleling ALA's appeal to the U.S. Government. UNESCO's Jacques Tocatlian followed White, describing recent activities of UNESCO's General Information Program, including aid to the fireravaged National Academy Library in Leningrad.

ALA's Robert Stueart, who co-chairs the U.S.-U.S.S.R. Commission on Library Cooperation, offered an upbeat observation on Soviet librarians attending ALA's New Orleans conference last summer: "It blew their minds," he said. He expects the exchange to continue this year.



Bessie Moore, seen here with ALA President F. William Summers, has been a presence at every ALA Annual Conference for the last 60 years! At the Opening General Session she announced her intention to fund an award for the library programs for the elderly. She also jocularly threatened to "haunt" ALAers who didn't contribute.

ALA Membership, Council, & Executive Board actions in Dallas

Membership

At its first session, June 26, Membership heard the Treasurer's report focusing on the Operating Agreement; an open discussion revealed mixed sentiments, but the body took no actions. At Membership II, June 28, Membership:

- Passed memorial resolutions for Frank Dempsey, Clarence "Skip" Graham, Rezina
 E. Senter, Larry J. Barr, Larry Earl Bone, Margaret Zemach, and Rep. Claude Pepper.
- Passed resolutions of tribute to Lizbeth Bishoff of OCLC for her work as ALA representative to the Dewey Decimal Classification Editorial Policy Committee, and to Helen Schmierer of the University of Chicago Regenstein Library for service as ALA representative to the Joint Steering Committee for the Revision of AACR2.
- Received outgoing Executive Director Thomas Galvin's fourth and final State of the Association Report. As highlights of his tenure. Galvin cited a 15% membership growth, \$4.5 million in grants-many from new donors-payoff of the Plant Fund's \$2 million deficit, a build-up of fiscal reserves, and restraint in raising dues. Enhancing the present State of the Association are such new programs as minority internships at ALA and a major literacy demonstration project. Galvin paid tribute to the late Paul Brawley, former Booklist editor, and announced that Art Plotnik, stepping aside as AL editor, had agreed to remain within Publishing Services to develop new publishing products for ALA. "ALA staff is the best legacy I can pass on to my successor," Galvin said, as Executive Director-Designate Linda Crismond listened from the audience.
- Heard a Planning Committee Report, published as a special booklet: A Progress Report; ALA Priority Area: Personnel Resources (CD47.1). The report cited progress in this area resulting from strategic planning. Member Robert Wedgeworth commended it, but called for more action targeted to paraprofessional library workers.
- Overwhelmingly voted down a resolution that would have advised Council to put a
 two-consecutive-term limit on councilors-atlarge. Jack Forman, the mover, said he
 hoped to generate discussion on the unfair
 advantage incumbent councilors enjoy over
 unknown candidates in ALA elections. He
 proposed four years on the sidelines for
 second-term incumbents.

Forman got his discussion. Herb Biblo declared, "This resolution impugns our intelligence. These know-nothings constantly try to take away our democracy—our right to vote for whom we want when we want." Other members took it from there, but after about an hour of debate and much rhetoric, the resolution found only about 20 supporters in Membership. Earlier, Council had referred the resolution to the Elections Pro-



A happy group receives Executive Board approval of a program to bring minority professionals to work at ALA Headquarters as leadership interns. From left, Barbara Williams-Jenkins, chair, Minority Concerns Committee; Kenneth Yamashita, chair, Office for Library Outreach Services (OLOS) Advisory Committee; and OLOS director Sybil Moses.

cess Special Committee, which is looking at this issue among others.

Council

Meeting June 25, 27, and 28, the ALA Council:

- Heard a report from Senior Trustee Albert Daub for the Endowment Trustees. ALA's "Board-Designated Endowment"—the major long-term savings fund—totals some \$3.3 million in cash, stocks, and bonds, plus the \$6 million 1989 appraised value of Huron Plaza. For the year ending April 30, the interest-earning portion of the Board-Designated Endowment performed at 10.2 percent; smaller endowments did better. An independent appraisal of ALA's main investment broker is underway and should improve future performance. "The whole program is kind of upbeat," said Daub (CD 66).
- Referred to the Executive Board's Directions and Program Review Subcommittee
 two concerns from the Council Caucus: That
 the Council should consider action items before information items, to allow time for debate and discussion, and that Midwinter
 Meetings should not erode into program
 meetings, thwarting their business purpose
 (CD 51).
- Paid standing tribute to Miriam Hornback, assistant to the executive director, for 45 years' service at ALA.
- Approved wording for the ALA Policy Manual of policy matters passed by Council at Midwinter and earlier (CD 64). The revised policies will appear under 54.18, 5.6.2, and 52.2.2 in the next Manual. A new policy statement (not yet numbered) supports linguistic pluralism in general and in libraries. Another new statement, concerning AIDS screening in libraries, will appear as 54.20. Council earlier mandated that the text appear in American Libraries. It follows below:

54.20. AIDS Screening. The American

- Library Association opposes mandatory AIDS screening of library employees and advocates employee assistance programs as the best way for library employers to respond to performance deficiencies related to AIDS and AIDS-Related Complex (ARC).
- Accepted recommendations of the Task Force on Supporting Minimum Salaries. ALA will encourage state library associations to consider minimum salary guidelines if they haven't already and to publish lists and sources of salary surveys; ALA will also provide information to help state associations do salary surveys, will disseminate salarysurvey background gathered from other associations, develop educational models for developing and using minimum salary guidelines, and encourage state libraries to help the state associations in these activities (CD 57). To begin implementation of this program, the Office for Library Personnel Resources received an extra \$1,000 for FY90. Councilor Shirley Echelman rose to say she would question the staff costs of every motion adding to the workload at Headquarters.
- Received the Minority Concerns Committee report (CD 13.1) of activity since January. Highlights include a draft report on ALA minority activities 1986–89, and preparation of a fall survey questionnaire to measure involvement of minorities in ALA leadership and leaders' involvement in minority concerns. The committee also noted the Executive Board approval of an ALA Minority Fellowship Program, initiated jointly with the Office for Library Outreach Services Advisory Committee. (See Executive Board actions.)
- Received a broad progress report from the Planning Committee (CD 68), including a special booklet, A Progress Report, ALA Priority Area: Personnel Resources (CD 47.1; see under Membership actions).

- Endorsed an assistance plan of the ALA Armenian Earthquake Disaster Committee for construction of a new library in Stepanavan; the committee will seek funds (CD 72).
- Condemned the suppression of human rights and free expression in the People's Republic of China, with instructions to convey to China's State Council ALA's "revulsion" at the killings and arrests (CD 67).
- Endorsed a National Library Week program to proclaim April 25, 1990, "Night of a Thousand Stars," and urged that libraries recruit local celebrities to read aloud on that night, while ALA recruits national celebrities to read aloud on national media (CD 70).
- Following Membership's example, referred to the Elections Process Special Committee a resolution that would have limited councilors-at-large to two consecutive four-year terms (CD 73; see Membership actions).
- Heard the Annual Conference Report of Treasurer Carla J. Stoffle, analyzing the fiscal implications of the Operating Agreement, which Council later passed. Some of her data:
- —Since 1981, Division staff has grown by 34%; program office staff by 2%.
- —ALA's General Fund provides \$507,000 more in support for divisions than the \$185,000 called for in the 1982 Operating Agreement.
- —The General Fund will pay over \$2 million of division costs in 1995. Divisions will be paying 21% of their indirect costs; the General Fund will underwrite 79%.

Stoffle warned against an imbalance that would assure growth only for divisions and revenue-generating programs (publishing, conferences, etc.), while offices devoted exclusively to high-priority activities (minority recruitment, literacy, intellectual freedom, etc.) would flounder. The new agreement, she said, at least "puts some restraints on the current unlimited spending for divisions."

- Accepted the new Operating Agreement titled "Policies of the American Library Association in Relation to its Membership Divisions" of June 16, 1989 (CD 61.1) with modification (CD 61.1.1). (See lead story, other related items.)
- Called for a special summary of differences between the 1982 and new Operating Agreements and for a look at any further changes to the agreement.
- Raised the minimum amount of an ALA award from \$500 to \$1,000 and scholarship minimums from \$1,000 to \$3,000 (CD 81).
- Condemned seizure and banning of books—specifically Pathfinder Press books—by Grenada's government (CD 75).
- Urged U.S. and U.N. officials that Iran must lift the death threat to Salman Rushdie before any diplomatic or normalized relations are resumed (CD 76).
- Urged the U.S. to restore its membership in UNESCO. The resolution noted that ALA had opposed U.S. withdrawal from UN-





Ching-Chin Chen (left) and Hwa-Wei Lee offered a resolution condemning suppression of freedom in China.

ESCO, and that UNESCO Director-General Federico Mayor attended the Dallas conference, describing positive changes in UNESCO's management and policies (CD 77). (A week earlier, the American Association of University Professors passed a similar resolution.—Ed.)

- Directed ALA representatives to August's IFLA (International Federation of Library Associations and Institutions) meeting to support a resolution increasing use of permanent paper in publishing (CD 78).
- Endorsed the Intellectual Freedom Committee's "Access for Children and Young People to Videotapes and other Nonprint Formats," an interpretation of the Library Bill of Rights. The 11/2 page interpretation favors the same unabridged access to videos as a library affords to books. Labeling is a no-no, but so is tampering with MPAA ratings on the tape or packaging (CD 92.6).
- Reacting to the recent cancellation of the Robert Mapplethorpe exhibition at the Corcoran Gallery, partly funded by NEA, urged Congress and NEA to resist such arbitrary and intimidating forms of censorship (CD 92.7).

Legislative actions

- Council urged House and Senate appropriations committees to provide full authorized funding (\$6 million) to the White House Conference on Library and Information Services II so it can be held before Sept. 30, 1991 (CD 82).
- Thanked congressional members and staff for openness to Library Services and Construction Act reauthorization and urged such reauthorization and passage into law as soon as possible (CD 83).
- Requested Congress to increase LSCA appropriations to allow for the critical enhancements in HR 2742, proposed LSCA amendments (CD 84).
- Urged Congress to restore and increase funding for Higher Education Act II-B, which, in part, provided fellowship assistance to minority library school students (CD 85).
- Commended and urged broad use of the U.S. Office of Technology Assessment report, Informing the Nation: Federal Information Dissemination in an Electronic Age (CD 86).
 - · Commended the U.S. Office of Manage-

ment and Budget (OMB) for considering library-community objections to a January draft of "Further Policy Development on Dissemination of Information" and revising the draft to reflect a strong commitment to government information as a "public asset" and to underscore federal responsibility in assuring affordable access to that information (CD 87).

- Urged the Commissioner of Patents and Trademarks to waive charges for key databases when used in public search facilities and to exempt Patent Depository Libraries from access charges (CD 88).
- Called on Congress to incorporate numerous principles of access, confidentiality, and bibliographic control in any reauthorization of the Paperwork Reduction Act (CD 89).
- Called on the Librarian of Congress to continue support of the Federal Library and Information Center Committee and its FEDLINK network and to disclose all audits and other studies of FLICC operations, and pledged ALA support to legislation giving appropriate statutory authority to FLICC.
- Urged Congress to address the need for guaranteed family and medical leaves from the workplace, and offered ALA participation in partnerships working toward this end (CD 91).
- Cheered a procession of gifts from ALA chapters to the ALA Washington Office. Presenting checks were Councilors from Arizona, Arkansas, Virginia, New Hampshire, Pennsylvania, New England, West Virginia, Montana, Wisconsin, and North Dakota. The Committee on Legislation presented a check in honor of Ella Yates' service as chair.

Organizational changes, new names

- Council approved a 12-member ALA Committee on Library Research and Statistics, an expansion of the Research Committee (CD 80).
- Okayed the Association of College & Research Libraries as the proper division for naming ALA repesentatives to the American Chemical Society and Modern Language Association (CD 80).
- Scheduled a committee-of-the-whole discussion of ALA committees and subcommittees at Midwinter 1990 (CD 80).
- Established a 10-member Public Information Office Advisory Committee, with National Library Week, National Partners for Libraries and Literacy, and Public Relations Assembly subcommittees (CD 80).
- In a close vote, changed the name of the Instruction in the Use of Libraries Committee to the Committee on User Instruction for Information Literacy and expanded the committee's charge (CD 80). Some Councilors felt that dropping "library" from the name denied the breadth of that term.
- Elected Councilors Josephine McSweeney, Judy Johnson, Judith K. Meyers, and Robert H. Rohlf to the Council Committee on Committees; new Council members of the Planning & Budget Assem-

bly are Patricia M. Hogan, Carolyn C. Daniel, Hannah V. McCauley, Francis J. Buckley, and Patrick O'Brien.

· Stood and applauded Thomas J. Galvin, concluding his fourth and final conference as

President's report to Council

Addressing Council II, 1988-89 President F. William Summers reported on an active and fulfilling year-but not exactly the year he had anticipated. No one could have foreseen the death threat to Salman Rushdie, for example, and Summers oversaw ALA's timely responses to that event. The executive director search took a great deal of energy, but paid off in its result, said Summers. He praised the selection of Linda Crismond after a process that drew a pool of 134 possible candidates, from which 44 applied. Of 11 interviewed by the search firm, the board interviewed seven and chose three finalists for longer interviews.

Summers highlighted visits as ALA president to some seven states, the District of Columbia, and Puerto Rico.

He detailed a five-point, "unfinished agenda" for ALA. Summarizing, he said ALA must: 1) find ways to conduct its expanding internal business in a more direct and timely fashion; 2) make clear the operational relationship between Executive Board and executive director and staff; 3) develop a clear, unified agenda to put before the second White House Conference; 4) examine the growing demands on the ALA presidentnow amounting to some 50% of the individual's time; and 5) monitor private-sector control of communications and speak out on implications for library services and the free flow of information.

Executive Board

In addition to the Council items described above, including the Operating Agreement, the ALA Executive Board* considered a wide range of Association business in its 10 hours of meetings. Among the highlights, the Board:

· Approved for implementation the ALA Minority Fellowship Program, which will provide internships at ALA Headquarters for minority professionals and help bring minorities into positions of ALA leadership. A joint initiative of the ALA Office for Library Outreach

ALA executive director.

Services (OLOS) Advisory Committee and Council Committee on Minority Concerns, the program calls for \$7,000 in FY90, \$56,730 in FY91, plus outside funding and inkind contributions from ALA (EBD 99).

- · After hearing a progress report from Patricia Breivik on the ALA-based National Coalition on Information Literacy, the Board endorsed a request for \$10,000 in funds to get the program rolling. Now being called the National Forum on Information Literacy, the coalition aims to focus public attention on the importance of information literacy to individuals, the economy, and citizenship. Officially, the Forum is an ALA "Other Organization" (Handbook, p. 265), administered within the ALA Executive Office (EBD 102).
- · "With positive vibes," referred to the Committee on Program Evaluation and Support (COPES) a \$10,000 request to help support the 22nd Congress of the International Board on Books for Young People (IBBY), September 1990 in Williamsburg, Va.-the first time the Congress has been scheduled in the U.S. The request came from ALA's three youth divisions, which will contribute funds of their own to the event. COPES approved the request (EBD 103.1).
- · Withdrew ALA participation (effective this fall) from the Public Library Trusteeship, a fund once envisioned to have a potential investment pool of some \$877 million, according to Chair Don Sager of the Public Library Association/American Library Trustee Association joint investment committee. Now that the fund is free of South African investments, ALTA had decided to stay in; but the PLA Board voted to discontinue. Sager told the Executive Board he was sorry to see small libraries denied an opportunity to invest in an affordable pooled fund. The Board said the Trusteeship could continue without ALA, but Sager told AL, "It's dead." (EBD 4, 44.1.)
- · Switched the site of the 1994 Annual Conference from New York City (in July) to Miami (approx. June 21-30). ALA Communications Director Peggy Barber noted that Miami was eager to have ALA and would pay half the expense of the shuttle buses-not to mention that New York's exhibition and meeting costs were at least twice those of Miami (EBD 2).
- · Approved the COPES report and its preliminary FY 90 ALA budget (EBD 7). Among the items:
- -Budgetary ceilings (for final review in the fall): General Fund, \$16,148,283; divisions, \$7,014,179; Round Tables, \$300,854; Plant Fund, \$445,773; restricted fund, \$1,325,138; Endowment Fund, \$5,372,881. Total: \$30,607,108.
- -Projected net revenues, General Fund:
- -Capital budget: \$400,000, excluding funding for the Bricker systems study implementation (although Bricker has been paid for its services) and \$217,663 in computerrelated requests, subject to the review of the executive director designate.

- -No new staff positions, except 2.5 for ACRL, including \$49,000 for a Choice project director for automation.
- -Increased compensation for staff, raising average annual increases from 5% to 6%, and adjusting minimum/maximum salary range. Estimated cost, \$372,974; reviewed and approved by the executivedirector designate.
- -Program enhancements added at Annual Conference: \$10,000 toward IBBY Congress in U.S. (see above); \$10,000 to fund the National Coalition on Information Literacy (see above); and \$1,000 contribution to the National Committee on Pay Equity toward its October 10th-anniversary conference (CD

Reports to Council

Among the reports made to Council at Annual Conference were: Freedom to Read Foundation. FTRF President Robert Peck led off his report with the news that the foundation and ALA had won in the American Library Association v. Thornburgh case, successsfully challenging the constitutionality of the record keeping and forfeiture provisions of the Child Protection and Obscenity Enforcement Act.

In addition to filing an amicus curiae brief in the Supreme Court's Webster v. Reproductive Health Services case, the foundation also participated in court cases involving a Dallas ordinance prohibiting the operation of speech enterprises that have had past obscenity violations, Virginia's harmful-tominors display law, a Bellingham, Wash., ordinance defining pornography as a violation of women's civil rights, and the removal of John Gardner's Grendel and Gabriel Garcia Marquez's One Hundred Years of Solitude from a California high school reading list.

Intellectual Freedom Committee. IFC Chair C. James Schmidt described developments in the big intellectual freedom stories of the past six months: the Ayatollah Khomeini's death threat against Salman Rushdie for writing The Satanic Verses and the FBI's agreement to release additional information on its Library Awareness Program.

The report also updated Council on its planned modular education program on intellectual freedom and confidentiality, and noted the recent deaths of two of intellectual freedom's "best champions": I.F. Stone and Norma Klein.



Noah Ross, grandson of Councilor Jean Ross, naps during Council.

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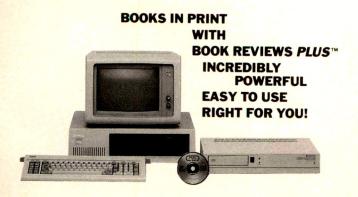
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Add UPS (Uninterruptible Power Supply) to your bookmobile services

The venerable bookmobile gets a high-tech update for the 1990s a reliable, onboard computer power supply

by Russ Topping

AS YOUR BOOKMOBILE entered the Computer Age?
Many bookmobiles, even those belonging to highly automated library systems, don't yet have onboard computers. Often this is because librarians fear scrambled data caused by fluctuating power from a generator or plugging and unplugging a shore power cord.

To my knowledge, no bookmobile manufacturer or vendor of library automation systems has yet addressed this problem. Bookmobile manufacturers are not computer experts—they're in the vehicle business. Automation firms naturally pay more attention to getting the main system up than to small off-line applications such as bookmobiles. They may provide you with a micro and software, but they don't tell you much about how to mount the equipment. As for a dependable power supply—that's your problem.

Fortunately, it's a problem you can solve relatively cheaply. This article provides instructions, a wiring diagram, and a list of materials to give your bookmobile an Uninterruptible Power Supply, commonly called a UPS (don't confuse it with those brown trucks!). It will give your micro the same kind of constant power source used in large computer centers and will also

Russ Topping has designed, manufactured, and maintained bookmobiles since 1977. Currently, Topping and spouse, librarian Carol Hole, are bookmobile/outreach consultants in Gainesville, Fla.

make your automation vendor, your library systems manager, and your bookmobile staff very happy.

As easy as AC-DC

Basically a UPS is a mechanism that stores electrical energy (via a battery) and then feeds it to the computer when the normal source is interrupted. Alternating current (AC) cannot be stored in a battery as direct current (DC) can. The UPS for your bookmobile computer must receive 120-

Also for your bookmobiles: A \$2.98 carbon monoxide detector

A self-mounting patch for detecting carbon monoxide has been used extensively in American Red Cross and other bloodmobiles, and recently the manufacturer suggested that bookmobiles might benefit as well. Such service vehicles can be prone to CO levels that cause headaches, drowsiness, dizziness, and more serious effects.

The detector's orange patch turns gray or black as soon as dangerous concentrations of CO are present. Packaged for a shelf-life of three years, the detectors last a month after opening, and may be reused during that time. They are not recommended for use with diesel engines.

Libraries may order detectors in quantities of 10 or more at \$2.98 per detector, including shipping. A check or purchase order should be enclosed. Order from Applied Science Corp., POB 16118, Tampa, FL 33687. (Tel. 813-988-3196).

volt AC current from the bookmobile generator or shore power line, *convert* it to DC current to charge a 12-volt automotive battery, and then *invert* it back to the AC current needed by the computer. This process also protects the computer from voltage surges that can cause data problems.

All the parts for the UPS are available from the sources listed and are used for many similar purposes. Anyone who can follow the wiring diagram should be able to install the system with very few problems. In 1988, the installation cost was about \$600, including labor.

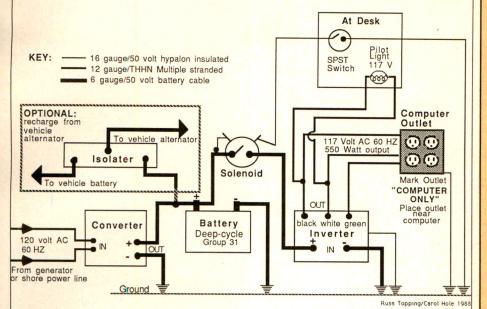
A safety consideration

Romex or solid conductor wire, used in building wiring, is not suitable for use in bookmobiles, which are subjected to greater vibration than buildings. Such materials can break and cause a shock hazard. I caution anyone installing a UPS on a bookmobile to use only multiple-stranded wire in conduit. Multiple-stranded wiring meets all Society of Automotive Engineers (SAE) standards for truck wiring, and will not cause maintenance problems later on.

UPS step-by-step

- 1. Order the parts listed below.
- 2. When parts are received, read all instructions and cautions.
- 3. Select the best locations according to the make of bookmobile. Mount the parts.
 - The inverter and convertor create heat and must be mounted in a wellventilated compartment. Small fans of the type used to cool computers will provide adequate air flow. The compartment should provide protection from water and dirt, particularly in areas

Uninterruptible Power Supply for bookmobile computers



where chloride is used on icy roadways.

- The "maintenance-free" battery can be mounted almost anywhere. It needs only to be accessible for replacement, but should be in a separate compartment to prevent acid fumes from damaging other components.
- The control switch should be placed at the desk to facilitate turning the system on and off.
- Electrical outlets should be installed where computer, monitor, disk drives, and bar code reader power cords can be plugged in, but other equipment *can*

not: the capacity of the UPS is adequate for PCs, but is not adequate for any additional demand.

4. Using proper wire and wiring methods, connect all components as shown in the diagram. *Do not* energize the system until all components are properly wired. Check the voltage output at the computer outlet. If it agrees with the rated output of the inverter, plug everything in and boot up your computer.

Welcome to the new era of the automated bookmobile!

Sources for components on p. 692.

But does it really work?

by Carol Hole, Community Services Coordinator, Alachua County Library

A lucky coincidence—our new bookmobile was built at the time the Alachua County (Fla.) Library was being automated—allowed us to design our bookmobile for computer operations from the beginning. But the power supply designed by Russ Topping and described in this article will work just as well for you.

Our installation has rigid, secure mounts for all parts of the computer. All components, except the inexpensive monitor, are hidden in lockable cabinets to prevent theft—a common problem with bookmobile computers.

The only glitch in one-and-a-half years of operation was that the computer generated more heat than expected. The original fan proved too small to cool both computer and power supply. Although our Apple computer worked flawlessly, we installed a slightly larger fan, just to be safe.

The power supply will run the computer for several hours, and works equally well whether running on a generator or plugged into a shore power cord. As all bookmobilers know, generators are subject to weird power surges, but the only mishap that has cost us any data was caused when a staff member accidentally turned off the battery charger for two days.

The reliability of the UPS has pleased everyone—library staffers, our systems manager who doesn't have to worry about scrambled data, and the installer of our CLSI system, who pronounced it, "the best bookmobile computer installation" he'd ever seen.

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Uninteruptible power supply

Sources for Components

Convertor: TRIAD-UTRAD #740-2

B-W Manufacturers, Inc.

P.O. Box 739

Kokomo, IN 46903-0739

317-452-5444

Battery: DELCO #1150 Group 31, Deep

Cycle, threaded top posts.

Available from local Delco dealers.

This battery will permit 2-3 hours of computer use without using shore line or generator. Using a non-deep-cycle battery will greatly shorten battery life.

Inverter: TRIPP-LITE PV 550 12V-117V

Trippe Mfg. Co. 500 North Orleans St. Chicago, IL 60610 312-329-1777

Solenoid: COLE-HERSEE #24039 12V

continuous duty

Local Cole-Hersee dealer or equal in an-

other brand.

Make sure solenoid is "continuous

duty."

Control Switch: Eagle #907V Pilot Light: Eagle #908V Wall Plate: Eagle #952V Mounting Strap: Eagle #913

Duplex Outlet: Eagle #827V or equal in another brand if Eagle not available (two

required).

Eagle Electric Mfg. Co., Inc. 45-31 Court Square
Long Island City, NY 11101 718-937-8000

Handy Box: 4" square with 2 duplex outlet cover

Handy Box: 2" for control switch and pilot light

Wire, 120 volt: 12 ga. THHN multi-strand conductor

Misc.: Terminals, conduit, loom

Available from local electrical suppliers.

Wire, 12 volt:

#6 ga. automotive cable (similar to battery cable)

#16 ga. automotive wire (Hypalon-insulated preferred)

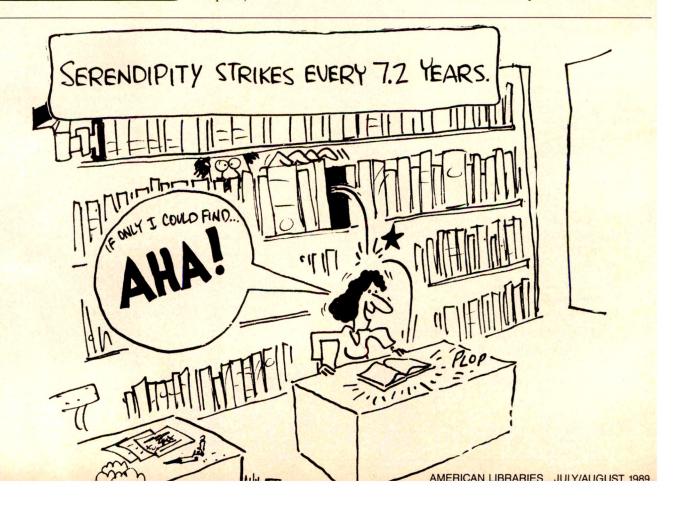
Misc.: Terminals, loom, clamps

Available from local automotive supply house.

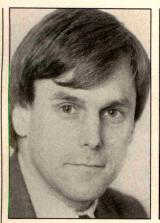
Isolater (Optional): Size will depend on vehicle alternator output.

Sure Power Products, Inc. 7415 S.E. Johnson Creek Blvd. Portland, OR 97206 503-777-4551

Note: With isolater, battery will recharge while driving. If isolater is not used, battery will not recharge without using generator or shore power cord.



currents







William H. Ptacek

James K. Barrentine

Barbara A.B. Gubbin

Thomas J. Alrutz has become NYPL's associate director for Central Library Services.

James K. Barrentine is now president of CLSI.

Toni Carbo Bearman, library school dean at the University of Pittsburgh, Pa., has been voted president-elect of the American Society for Information Science.

Mary Biggs now directs Mercy College Libraries, Dobbs Ferry, N.Y. At UC/Davis' General Library George E. Bynon has become director of administrative services and Rafaela G. Castro is the first ethnic studies librarian.

Jane Cooney has announced her resignation as executive director of the Canadian Library Association, effective the end of October.

Aug. 1 Paula Demanett became assistant to the dean for systems and planning at California State University library, Fresno.

Carol Di-Prete is the new president-elect of the Rhode Island Library Association.

Jule Fosbender, director of Adrian Public Library, has been voted president-elect of the Michigan Library Association.

Janet L. Freeman, Meredith College librarian, Raleigh, N.C., is the 1989-91 president-elect of the North Carolina Library Association.

Tom Gensichen recently became administrator of the Eastern Library System, Omaha, Nebr.

Ben G. Goedegebuure has become the first executive director of the International Federation for Information and Documentation (FID), headquartered in The Hague, Netherlands.

Stuart F. Grinell, former collection development and special collections librarian at Louisiana State University libraries, Baton Rouge, recently became Southeast marketing representative for Ambassador Book Service, Inc., Hempstead, N.Y.

At Houston (Tex.) Public Library Barbara A. B. Gubbin is now assistant director. The Texas Library Association named Gubbin Outstanding New Librarian of the Year in 1983. Clinton N. Howard recently became assistant university librarian for collections in the General Library of UC/Davis. Ernest Ingles, university librarian of the University of Regina, Sask., has been voted president-

CORRECTION: Adelia Lines is now library and cultural arts director for Richmond (Calif.) Public Library (AL, June, p. 576).

elect of the Canadian Library Association. Cheryl Kern-Simirenko is now assistant university librarian for collection development and resource services at the University of Oregon Library, Eugene.

June 1 Marshall Keys became executive director of NELINET.

Aline Locascio now manages information services at Polytechnic University Library, Brooklyn, N.Y. ☐ The new director of the Boulder City (Nev.) Library is Duncan R. McCoy.

Aug. 1 Judith Messerle became librarian of Harvard University's Francis A. Countway Library of Medicine. A past president of the Medical Library Association, Messerle last served as director of St. Louis (Mo.) University's Medical Center Library. Arline Moore has become serials catalog librarian at Southern Methodist University libraries, Dallas, Tex.

Jane Hale Morgan, who retired as Detroit (Mich.) Public Library director in 1987, is serving as Martin Luther King/Cesar Chavez/ Rosa Parks Visiting Professor at Wayne State University library school through the school's winter 1990 term.

James Neal is the new dean of Indiana University Libraries at Bloomington. ☐ Aug. 28 Maureen Pastine becomes director of Central University Libraries at Southern Methodist University, Dallas, Tex.

Aug. 1 William H. Ptacek began directing King County Library System, Seattle, Wash. Ann Rabjohns has retired as chief of Detroit (Mich.) Public Library's Language and Literature Department, a post she held for 16 years.

Deaths

William J. Cameron, who served as dean of the University of Western Ontario library school, London, from 1970 to 1984, died April 18. □

Kenneth Duchac, 66, who, on his retirement from the directorship of Brooklyn (N.Y.) Public Library in 1986, became the library's first director emeritus, died May 9. □ Elmer M. Grieder, 79, who retired in 1974 as associate director of Stanford (Calif.) University Libraries, died June 19. On a special ALA assignment from 1955 to 1957, Grieder directed Ankara (Turkey) University's Institute of Librarianship and helped estab-

lish its librarian training program.

☐ Martha Manheimer, former library school professor at the University of Pittsburgh, Pa., died April 7.

☐ Byron E. Swanson, 37, head of Indiana State Library's Indiana Division, died June 8.

Winning librarians

Recent honorees cited by their professional peers and patrons for jobs well done include:

Mary Beilby, collection development librarian at SUNY/Cortland, who became the 1989 Friend of SUNYLA;

Daniel J. Boorstin, former Librarian of Congress, who received an honorary doctorate in humane letters from Wayne State University, Detroit, Mich.;

Charles A. Bunge, professor of library and information studies at the University of Wisconsin/Madison, who was named 1989 Distinguished Alumnus by the University of Illinois at Urbana-Champaign library school;

Jim Edgar, Illinois state librarian, who won a literacy award from the International Reading Association;

Kai C. Leung, systems librarian for Youngstown (Ohio) State University Library, who won a YSU 1989 Distinguished Service Award:

Martha Liebert, former director of the Martha Liebert Library of Bernalillo, N.Mex., who won a Governor's Award for Outstanding New Mexico Women:

Patrick M. O'Brien, Dallas Public Library director, who won the city's first Servant as Leader Award;

Lester Pourciau, director of libraries and associate vice president of academic affairs-administration for Memphis State University, who became Tennessee Library Association's 1989 Librarian of the Year:

Jane Raifsnider, coordinator of Indiana's Area 3 Library Services Authority, who was voted Indiana Library Association's 1989 Librarian of the Year;

Hildegard Schnuttgen, reference librarian for Youngstown (Ohio) State University Library, who won a YSU 1989 Distinguished Service Award;

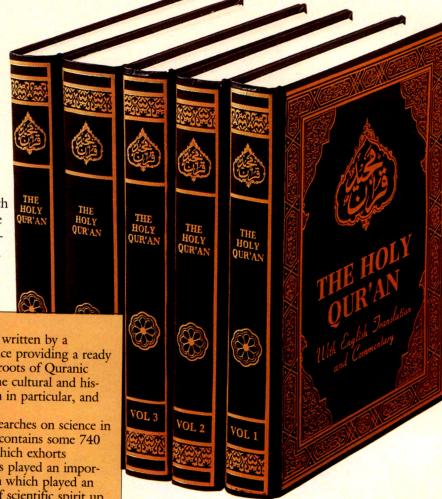
George R. Stewart, director of Birmingham Public Library, who became Alabama Library Association's 1989 Librarian of the Year;

Pat Woodrum, executive director of Tulsa City-County (Okla.) Library System, who received the University of Oklahoma (Norman) library school's Alumni Association Award of Merit and who also was voted chair of the nonprofit civic group Downtown Tulsa Unlimited.

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"I have used this work myself in my researches on science in Islam. As is well-known, the Holy Quran contains some 740 verses—nearly 1/8th of the Holy book—which exhorts Muslims to reflect on Allah's creation. This played an important role in the rise of science within Islam which played an important role towards the continuation of scientific spirit up to the 16th century."

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This is a complete reference on the Islamic faith containing the complete text of the Quran. The index, concordance and bibliography assist readers in understanding Islamic practices and their cultural and historic roots.

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PT. 5

AL-NISA

122. These are they whose abode shall be Hell and othey shall find no way of escape from it. ***

123. But as to bthose who believe and do good works, We will admit them into gardens, beneath which streams flow, abiding therein for ever. It is Allah's unfailing promise; and who can be more truthful than Allah in word ?

your desires, nor according to the desires of the People of the Book. Whoso does evil shall be rewarded for it; and he shall find for himself no friend or helper beside Allah.589

the little hollow in the back of a date-stone.590

تُجْدِي مِنْ تُحْتِهَا الْأَنْهُرُ خُلِدِيْنَ فِيْهَا وَعْدَ اللهِ حَقّاً وَمَنْ أَصْدَقُ مِنَ اللهِ قِيلًا

125. But awhoso does good works, whether male or female, and is a peliever, such shall enter heaven, and shall not be wronged even as much as مُوْمِنُ فَاُولْنِكَ يَلْخُلُونَ الْجُمَنَةُ وَلَّ مِنْلُونَ الْجَمَنَةُ وَلَّ مِنْلُونَ الْجُمَنَةُ وَلَا مِنْلُونَ الْجُمَنَةُ وَلَا مِنْلُونَ الْجَمَنَةُ وَلَا مِنْلُونَ الْجَمَنَةُ وَلَا مِنْلُونَ الْجَمَنَةُ وَلَا مِنْلُونَ الْجَمَنَةُ وَلَا مُنْلُونَ الْجَمَنَةُ وَلَا مِنْلُونَ الْجَمَنَةُ وَلَا مِنْلُونَ الْجَمَالُ وَالْمُعَلِّقُونَ الْجَمَنَةُ وَلَا مُنْلُونَ الْجَمَنَةُ وَلَا مُنْلُونَ الْجَمَالُ وَالْمُعَلِّقُونَ الْجَمَالُ مِنْ الْمُعْلِقُ وَلَا اللّهُ عَلَيْكُونَ الْجَمَالُ مِنْ الْمُعْلِقُ وَلَمْ الْعَلَالُ مِنْ الْمُعْلِقُ مِنْ الْمُعْلِقُ وَاللّهُ عَلَيْهُ عَلَيْكُونَ الْمُعْلِقُ عَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْكُ عَلَى الْعَلَالُ مِنْ الْعَلَالُ عَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَالُ عَلَالْمُ عَلَيْكُ عَلَيْكُ عَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْنُ عَلَيْكُ عَلَيْكُ عَلَيْكُ عَلَيْكُ وَلَالْمُعِلَّى الْعَلَيْكُ عَلَيْكُونَ الْجَمَالُ مِنْ الْعَلَيْلُ عَلَيْكُونَ الْجَمَالُ عَلَيْكُونَ الْمُعِلِي عَلَيْكُونَ الْعَلَيْكُ عَلَيْكُونَ الْعَلَيْكُونُ الْعَلَيْكُونَ الْعَلَيْكُونَ الْعَلَيْكُونَ الْعِلْمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعِيمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعُلِيلُونُ الْعُلِيمُ الْعِلْمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعُلِيمُ الْعَلِيمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعِلْمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُمُ عَلَيْكُونُ عَلَيْكُونُ الْعُلِيمُ عَلَيْكُونُ الْع

a14:22. bSec .: 26. 04:46; 33:18, 66.

588. Important Words:

(way of escape) is derived from حاص. The verse is important inasmuch as it clearly

589. Commentary: .

your desires, does not mean that the desires of bring against Islam the charge that according the Faithful will not materialize. The verse purports to lay down a general principle that souls. it is only the will of God which prevails. As It should also be noted that true belief is a the desires of true believers must coincide with necessary condition for sa

590. Commentary:

They say i.e. he turned away from, places men and women on the same level so and escaped it. therefore means, a far as works and their rewards are concerned. way or place of escape; a place of refuge; a Both alike are servants of the Lord and both place to which one turns or flees (Aqrab & are equally entitled to a good reward, if they do good works. It is indeed strange that in

The expression, It shall not be according to missionaries should have the hardihood to to it women, unlike men, are devoid of

the will of God, they are bound to materialize. words, and is a believer, clea

 Provides translation of important words from Arabic to English.

•Traces the roots of key words and expressions to their historic and cultural origins.

 Concordance and cross references refer readers to related verses in the text.

 Provides authoritative commentary on interpretation of verses.

COMPLETE INDEX

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Volume one of this set contains the biography of Muhammad, the Holy Prophet of Islam. Authoritatively researched, it presents the Prophet's life, his dealings with non-Muslims, his wives and his powerful contemporaries.

the source

SELECTED RESOURCES FOR CURRENT AWARENES

The Source, highlighting useful items in major areas of library information activity, is written by Holly Rogerson, reference intern at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

video

Videotaping legalities. Video Copyright Permissions, by Jerome K. Miller and others, summarizes legal and policy issues relating to classroom and library use of television programs videotaped off the air. The approach is conservative, taking a cautious attitude toward the right to retain, perform, and transmit such programs.

The guide is divided into four parts: The first part gives background information on common attitudes about the use of taped material and on the widespread abuse of copyright law. Part two deals with how to secure permission to use videotapes. The third part presents three case studies describing the problems involved in getting such permission. The final section addresses copyright policy and recordkeeping. 132 p., \$29.95 plus \$2 shipping from Copyright Information Services, POB 1460-B, Friday Harbor, WA 98250 (0-914143-13-1, 88-38960).

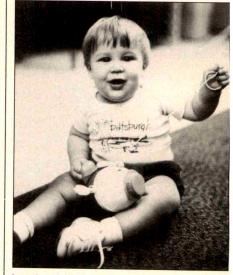
Accidental nuclear war is the topic of *Losing Control*, a documentary videotape depicting how such an event could actually happen.

The basis of the program is a simulation of a U.S.-Soviet nuclear crisis, which demonstrates the dynamics that might lead to accidental firing of nuclear weapons. The simulation is interrupted at crucial points and analyses are presented by experts such as former Secretary of Defense Robert McNamara and Senator Sam Nunn. The final portion of the program examines ways to minimize or eliminate the risk of accidental war.

The video, just under an hour in length, is narrated by Bill Curtis of CBS News. The program is also available in two 28-minute parts, with a synopsis of part one at the beginning of part two. VHS, \$55 (\$65 for two) from the Arms Race Education Project, 1920 G St., NW, Washington, DC 20006.

Peace in the Middle East. Planting Seeds for Peace, a 23-minute video program, targets the role of intercultural dialogue and understanding in that troubled region. Narrated by radio and TV host Casey Kasem, the documentary looks at the understanding of each other's cultures that occurs among four Israeli Arab, Jewish, and Palestinian teenagers who come to the U.S. to present their viewpoints on the Middle East conflict to young Americans.

Aimed at junior high and high school audiences, the video comes with an in-depth leader's guide. The video is available for sale (VHS or BETA \$75, 3/4-inch \$150) and rental (VHS or BETA \$40, 3/4-inch \$50) (California residents add 7% tax). Educational Film and Video Project, 5332 College Ave., Suite 101, Oakland, CA 94618.



Learning through play is examined in the first five episodes of *Raising America's Children*, a video series from North Carolina Public Television. The tapes can be purchased by educational institutions for nonprofit educational use for \$30 per episode or \$120 for a series of five from Debbie Cryer, DC-TATS Media, Frank Porter Graham Child Development Center, 300 NCNB Plaza, CB #8040, Chapel Hill, NC 27599-8040.

Kid's lit guide. Books Kids Love provides both a guide to great children's literature and encouragement for parents to read to their children. Available in VHS format, the program is narrated by D. Ward Fuller, a proponent of shared reading.

The 45-minute tape aims to make book selection easy by providing a visual review of 50 books for children up to age 11, including such favorites as *Goodnight Moon* and *The Secret Garden*. In addition, parents are shown how to choose books based on the developmental stage of the child and how to promote shared reading at home. \$24.95 plus \$3 shipping from Winward, Inc., 2401 N. Forest Rd., POB 50, Amherst, NY 14226.

Library video survey. Based on a survey of more than 900 public libraries with videotape collections, *Home Video in Libraries* provides an overview of how libraries buy and circulate videotapes. Twelve case studies of libraries serving varied geographic, economic, and ethnic communities with populations of 20,000 to over 1,000,000 are also presented.

The survey answers such questions as how librarians decide which videotapes to buy, what types of tapes patrons prefer, what problems are common in maintaining and circulating the tapes, and how videos affect



Facing AIDS. AIDS education for teenagers is one facet of dealing with the epidemic featured in America in the Age of AIDS. The 60-minute video, narrated by Linda Ellerbee and recently aired on PBS, depicts how Ft. Wayne, Ind., an average-sized, middle-American town, is coping with the crisis. The videotape is \$35 plus \$2.50 shipping until September 30 and \$50 afterwards from GPN, POB 80669, Lincoln, NE 68501.

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And they are priced more like books than computers. (Which is only fitting, since they've been called "books with batteries.")

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budgeting and circulation patterns. Appendixes include ALA guidelines for circulation of movies and video productions and a list of 150 videotapes recommended for public libraries.

The 215-page paperback, edited by Martha Dewing, is \$35 U.S. and \$40 elsewhere from G.K. Hall, 70 Lincoln St., Boston, MA 02111 (0-8161-1914-7, 88-38256).

The Book of Video Lists provides information organized by subject and stars on over 4,000 movies available at video stores.

In the first 12 chapters, author Tom Wiener presents topical lists of movies in such areas as action/adventure, foreign films, classics, musicals, family/children's, and westerns. Each chapter contains dozens of individual lists by star, director, subgenre, or other subdivision.

All the films listed in these initial chapters are then treated more fully in the title index section, which gives the year, rating (PG, R, etc.), length, stars, and a plot summary. Selected films are designated as recommended or highly recommended.

The 417-page paperback is \$8.95 from Madison Books, 4720 Boston Way, Lanham, MD 20706 (0-8191-7011-9, 88-19853).

Islam: An explanation. A recent *AL* editorial (April, p. 277) noted that most libraries "weren't ready with materials on Islam that would explain to puzzled citizens just why Muslims were so outraged over Rushdie's novel." Although an explicit explanation isn't forthcoming in *Islam: Faith and Nations*, the 115-minute video reveals the breadth, tenacity, and spiritual passions of the Islamic world.

Converted from a color film shot over some 20 years in 27 nations, the video offers a well-narrated, constantly moving "docudrama" of Islam from the birth of Mohammed to modern days in the Muslim world, including Black Muslims in the U.S. Though produced from an Islamic viewpoint, it touches on such inglorious topics as the Arab slave trade. \$199 plus \$3.95 shipping and handling from Knowledge Video, POB 5161, New York, NY 10185. VHS or BETA.

==special services

Black family history. Generations Past presents a selected list of 361 sources useful in African-American genealogical research. Compiled by Sandra M. Lawson, the bibliography includes guidebooks, bibliographies, genealogies, collective biographies, local histories, and directories held in the collections of the Library of Congress.

The books cited provide such genealogical information as names, dates, places, and relationships, as well as historical and background information that will lead the researcher to additional sources. Sources offering broad coverage are organized in chapters according to type, such as family histories



LC's Generations Past will guide researchers in African-American lineages.

and newspaper resources. Sources specific to a particular geographic area are arranged by state. Indexed by author/title. 101 p., paper, \$4.50 from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (order no. 030-001-00129-6).

Senior services suggestions are outlined in the Hennepin County Library Services to Seniors Task Force Report. The task force was formed in 1987 to examine the potential impact on library services of the rapid growth of the segment of the population over age 65. The report details recommendations in the areas of staff, services, collection, accessibility, publicity, and grant funding and then prioritizes the recommendations.

A series of appendices includes lists of resources and recommended readings. The 30-page report is \$4.50 from ASD Secretary, Hennepin County Library, 12601 Ridgedale Dr., Minnetonka, MN 55343.

News on Native Americans. The American Indian Reporter brings together information on important issues of concern to the Native American community. The monthly news report digests information appearing in magazines, newspapers, and government documents in such areas as education, legal issues, and health.

A typical issue includes sections focusing on news, legislative news, health, grants, rules and regulations, and legal briefs. Annual subscriptions to the 10-page monthly are \$69 from the Falmouth Institute, 9001 Braddock Rd., Suite 320, Springfield, VA 22151 (ISSN 0894-4040).

Scientific sources. The new third edition of *Information Sources in Science and Technology* provides a guide to over 2,000 works of secondary literature and introduces the patterns of primary literature publication in the various sci-tech fields. Author C.D. Hurt has completely revised and updated the text to re-

flect the current dependence of research on online technology.

Following an introductory chapter dealing with the history of science, Hurt describes cross-disciplinary resources, including guides to the literature, abstracts, dictionaries, and government documents. The remaining chapters treat 15 individual disciplines, from astronomy to zoology. The entries are arranged by subdisciplines, and then by type of source. Current, in-print works are emphasized, and critical annotations outline the scope, intended audience, and special features of each title.

The 362-page clothbound version (0-87287-581-4) is \$29.50 U.S. and \$35.50 elsewhere. In paperback (0-87287-582-2), \$21.50 U.S. and \$26 elsewhere. Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (88-22977).

American Women's Magazines, compiled by Nancy K. Humphrey, describes 888 items on a wide range of interests to illustrate the broad role magazines have played in women's lives.

The first part of the annotated bibliography is devoted to alternative publications. It is subdivided into two sections: early women's rights periodicals and feminist periodicals. The second part, covering mainstream publications, is grouped into four sections: eighteenth- and nineteenth-century magazines, twentieth-century magazines, women's pages in newspapers, and confession/romance magazines. With one exception, all entries are for printed, English-language books and articles.

Includes a subject index. 303 p., \$40 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-7543-9, 88-33388).

Services to the disabled. The new third edition of *Library and Information Services for Handicapped Individuals* updates the 1983 version and adds such new material as a chapter on handicaps caused by contagious diseases, notably AIDS. Authors Kieth C. Wright and Judith F. Davie have also included reproducible worksheets in the book's new 8½ by 11-inch format.

The text begins with an overview of handicapping conditions and a chapter discussing the changing legal situation of disabled individuals. Subsequent chapters explore services to specific disabled groups, from blind and visually impaired individuals to those handicapped by aging. The final chapter examines the potential impact of tomorrow's technology on services to disabled individuals.

The 242-page paperback is \$24.50 U.S. and \$29 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-632-2, 88-27189).

Foreign literature recorded. The World Literature Book Club, currently being implemented on a trial basis by the National Library Service for the Blind and Physically Handicapped, will distribute recorded ver-

sions of bestsellers and old favorites around the world. Initially the service will offer books recorded in such English-speaking countries as Australia, Canada, Great Britain, Ireland, New Zealand, and South Africa. After the two-year trial period, books in other languages will be added.

During the trial period, membership will be limited to the first few hundred patrons who apply. Members will receive printed monthly announcements of the main and alternate selections. They will be able to choose one to three books, which must be returned within a reasonable length of time so that they can be sent to other members. The NLS hopes to eventually make the club available to all blind and physically handicapped individuals in the nation.

For more information, contact Frank Kurt Cylke, Director, NLS/BPH, Library of Congress, Washington, DC 20542.

Typing help for the disabled. Two new software programs designed to simplify typing may be particularly helpful to physically challenged persons.

PECK addresses the multiple keystroke problem by permitting users to hit each key in sequence rather than simultaneously. When rebooting, for example, CTRL, ALT, and DEL can be pressed in that order instead of in combination. The program requires less than 1K of RAM and works with all programs written for the IBM PC family. PECK is available for \$9.95.

PRD+ saves users time by allowing them to store frequently used words, phrases, names, addresses, boilerplate text, and programming language statements into a PRD+ abbreviation. Use of the abbreviations when typing should increase typing speed and reduce errors. The program comes with a starter list of 600 abbreviations for commonly used words. PRD+ must be used on an IBM-compatible computer with DOS 2.0 or higher and 55K minimum. PRD+ Standard costs \$89.95. A more powerful PRD+ Professional version is available for \$129.95, and additional wordlists in such areas as law, medicine, insurance, and the military are available from \$19.95 to \$49.95. Purchasers of PRD+ will receive PECK at no cost.

Both programs are available from Productivity Software International, 1220 Broadway, New York, NY 10001.

resources=

Modern black authors are the focus of Black Writers: A Selection of Sketches from Contemporary Authors. Editor Linda Metztger offers updated or newly written biographical and bibliographic information from the Contemporary Authors series on more than 400 writers of this century.

The range of black authors covered includes Harlem Renaissance figures such as Langston Hughes and Countee Cullen; cur-

rent American writers, including Maya Angelou and Alice Walker; African and Caribbean writers, such as Peter Abrahams and Chinua Achebe; and social and political activists, such as Marcus Garvey and Desmond Tutu. Each entry contains personal and career information, bibliographies and works in progress, and citations to further data. The entries are then rounded off both by extended comments on the reception of the writer's work by critics and by remarks from the actual writer. 619 p., \$75 from Gale Research, Book Tower, Detroit, MI 48226 (0-8103-2772-4).



Black photographers. Collis H. Davis, Jr., best known for portraits of jazz musicians such as Duke Ellington (above), is among the 65 artists featured in An Illustrated Bio-Bibliography of Black Photographers, 1940–1988, compiled by Deborah Willis-Thomas. The guide, a companion to an earlier volume by Willis-Thomas covering 1840–1940, provides basic biographical data, source information on collections, exhibitions, publications, and samples of the artists' work. 483 p., \$85 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-8389-X, 88-11200).

Many, many manufacturers. The U.S. Manufacturers Directory 1988–1989 edition is a new business resource offering information on over 200,000 U.S. companies. Compiled from the Yellow Pages and Department of Commerce statistics and verified by telephone inquiries, the two-volume set purports to include all U.S. manufacturers with 10 or more employees. Each company's entry includes name, address, telephone number, employee size, CEO name, sales volume code, and up to three S.I.C. codes.

The data is arranged in four sections. Volume I contains a listing of all manufacturers, presented alphabetically within each city and state and a second, similar list showing only those firms with 100 or more employees. Volume II lists manufacturer, first by S.I.C. code and then in an alphabetical cross-reference list. The paperback set, totaling 2,364 pages is \$495 (\$395 on standing order), plus \$8 shipping, from American Business Directories, 5711 S. 86th Circle, POB 27347, Omaha, NE 68127 (0-945041-00-4).

New book news. Bestsellers 89, a new quarterly large-sized paperback, focuses on recent, popular, and award-winning books and their authors. Each issue will cover 25–30 books, giving plot synopses, excerpts, review citations, notes on movie and/or television adaptions, and lists of titles with similar appeal. Biographical data and photos of authors also accompany each entry.

Edited by Donna Olendorf, each issue will be approximately 90 pages long and include a cumulative index listing authors and titles covered during the year. A four-issue subscription is \$45 from Gale Research, Book Tower, Dept. 77748, Detroit, MI 48277-0748 (0-8103-2893-3).

Developing nations are the focus of *Third World Resources*, a quarterly review of publications, audiovisuals, and other materials from and about the Third World. The sources covered in a typical 16-page issue are arranged in five categories: organizations, books, periodicals, pamphlets and articles, and audiovisuals. Issues may also contain a special insert; for example, the winter 1988 issue contained a four-page section listing resources on the Philippines. The reviews, ranging in length from one to five paragraphs, include ordering information and prices.

The newsletter is available on a calendaryear basis only at a rate of \$25/one year for organizations and \$25/two years (the minimum individual subscription period) for individuals in the U.S. and Canada. Elsewhere, rates are \$35/one year for organizations and \$40/two years for individuals. Third World Resources, 464 19th St., Oakland, CA 94612.

Pop culture collections. The Directory of Popular Culture Collections describes more than 650 such U.S. and Canadian collections, many in museums or within larger libraries. Television, pulp fiction, popular humor, comic books, toys, advertising, and regional history are among the collection topics covered by authors Christopher D. Geist, Ray B. Browne, Michael T. Marsden, and Carole Palmer.

The entries are arranged alphabetically by state or province. Each entry lists the name of the host institution and specific collection, address, phone number, contact person, a description of the collection, hours of operation, conditions of access, services offered, and any fees. 280 p., \$48.50 North America, \$58.20 elsewhere from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-351-2, 88-28202).

Athletic expressions. Sports Talk, A Directory of Sports Metaphors, by Robert A. Palmatier and Harold L. Ray, gathers the popular words and expressions in American English that come from terms associated with sports, games, and recreation. Over 1,700 terms are arranged alphabetically in a dictionary format.

The entry for each metaphor contains an example of its use, a definition, its part of speech, its probable origin and an explanation of its use in a sport or game, and a discussion of how it came to be used in the popular language. Other reference works are cited and cross-references to other entries are provided.

The final section of the dictionary consists of a classification of the metaphors according to sport. 245 p., \$39.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-26426-0, 88-24646).



Macabre mosaic. I Was a Teenage Werewolf (starring Michael Landon, above) is one of the 400 works described by author Leonard Wolf in Horror: A Connoisseur's Guide to Literature and Film. The guide's 200- to 300-word entries, which both summarize and evaluate, are arranged alphabetically. Includes 88 black-and-white photos. 262 p., \$27.95 U.S. \$35.95 Canada from Facts On File, 460 Park Ave. South, New York, NY 10016 (0-8160-1274-1, 88-11126).

=librarian's library

Lib school lit. Doctoral Programs, Theses, and Graduates in Library and Information Science in the United States: An Analysis of the Published Literature, 1960–1980, by Josefa B. Abrera, analyzes and synthesizes the published information on such programs.

The study is a review of the literature that has been published since the Danton study of 1959 (the last thorough analysis of doctoral programs in the field), when only six programs existed. With the current existence of 22 programs, Abrera's goal is to identify what aspects of doctoral programs, dissertations, and graduates have been examined and reported during this period of rapid growth.

Lists of references are included. A University of Illinois Occasional Paper (ISSN 0276

1769), the 46-page paperback is \$5 plus \$2 shipping from the Graduate School of Library and Information Science, Publications Office, University of Illinois at Urbana-Champaign, 249 Armory Bldg, 505 Armory St., Champaign, IL 61820.

Pascal for librarians. Pascal Programming for Libraries is an introduction to the library and information science applications of Pascal. Authors Charles H. Davis, Gerald W. Lundeen, and Debora Shaw focus on actual program writing and provide examples of specific programs.

The text contains information on both the highly-detailed TURBO Pascal and also many of the less-sophisticated uses of Pascal. Sections address such topics as formats for input and output, string variables, arrays, sorting, conditional execution, and sets and set operations. A bibliography completes the 128-page volume, \$25 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25259-9, 87-32292).

Desktop Publishing and Libraries presents an introduction to this relatively new phenomenon and its potential in the library environment. Author James Carson examines the current place of desktop publishing in the business sector in order to show the roles it could play in libraries.

After an introductory chapter discussing the basics of desktop publishing, including technology and cost, Carson presents the results of a survey of its use in public libraries in Britain. The following chapters discuss its use by companies and how libraries could expand their marketing tecniques through the new technology.

Appendixes present the survey form and examples of desktop publishing from several libraries, using a variety of systems. The 81-page paperback is \$24 from Taylor Graham, Suite 187, 12021 Wilshire Blvd., Los Angeles, CA 90025 (0-947568-34-4).

Church libraries are the focus of *The Media Library in a Church*. Authors Mancil Ezell and Jacqulyn Anderson provide practical information relevant to church libraries of varying denominations and sizes. Following an opening chapter on the purpose of media libraries in churches, the book examines such topics as services, location, furniture, organization, and financing.

The guide concludes with lists of resources and steps to follow in setting up a program. The 127-page paperback is \$3.25 from The Sunday School Board of the Southern Baptist Convention, 127 Ninth Avenue North, Nashville, TN 32734.

A second look at national libraries. National Libraries 2: 1977–1985 views important developments in national libraries worldwide. Edited by Maurice B. Line and Joyce Line, the collection of recent articles looking at the nature and function of national libraries is a sequel to their 1979 volume

The first section contains papers written from a general perspective, examing such issues as the role of the national library, establishing a national library, and alternatives to the national library in less-developed countries. The second section contains articles on individual libraries, including two papers from Africa, five from Asia, two from Latin America, four from Anglo-America, six from Australasia, and seven from Europe.

The 395-page book is volume 6 in the Aslib Reader Series. Available in paperback (0-85142-204-7) to U.S. purchasers for £29.50 and in hardback (0-85142-203-9) for £39.50 from Publications, Aslib, Information House, 26-27 Boswell St., London WC1N 3JZ, England.

bibliography =

Boating biliography. Adventures Afloat: A Nautical Bibliography is a guide to some 5,600 English-language books dealing with yacht ing and related subjects. Author Ernest W Toy, Jr., provides annotations (some extensive) for the entries, which are arranged in a classified system suited for browsing.

The two-volume work is divided into fou parts: 1) yachting and boating, includin cruising, racing, and surfing; 2) arts, techniques, and information necessary for yaching and boating, including such topics a navigation and piloting, law and custom, an weather forecasting; 3) pleasure craft, including ancestry, development, design, and carrand 4) other aspects of boating, including the business of boating and boating in fiction (in cluding children's).

Contains author-title and ship and boat in dexes. 1,193 p., \$89.50 from Scarecrow Pres POB 4167, Metuchen, NJ 08840 (0-8108-218 3, 88-31209).

Altered states. States of Awareness, compiled by John J. Miletich, lists sources of ir formation on nine altered states of awarenes Over 1,000 English-language references pullished from 1894 to 1988 are included.

The sources are arranged in separate chapters for each of the altered states covered: depersonalization, sleepwalking, amnesia anesthesia, thyroid disorders, near-death experience, deja-vu, out-of-body experience and sensory deprivation. The citations, which are limited to books, articles, conference proceedings, and dissertations primarily pulished in the U.S., Great Britain, and Canad include an annotation as well as full bibli graphic information.

Contains author, subject, and person name indexes. 306 p., \$39.95 from Gree wood Press, 88 Post Rd., POB 5007, We port, CT 06881 (0-313-26194-6, 88-24733).

Company sources are the focus of U.S. a. Canadian Businesses, 1955 to 1987, by Prisci C. Geahigan. The bibliography lists ov 4,000 business and corporate histories, bic

raphies of business people, and works on aspects of the operation of individual companies.

The sources are arranged in broad industry categories, according to two-digit SIC Codes. The works listed are primarily English-language books which have OCLC records; however, a few company product catalogs and publications of under 20 pages are included when book-length information was not available. A few of the studies concern nonprofit organizations.

Indexed by author, personal name, and company name. 601 p., \$52.50 from Scare-crow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2186-9, 88-30538).

tech services

Copy cat. The new edition of Cataloging With Copy: A Decision-Maker's Handbook, by Arlene G. Taylor, updates and expands the 1976 first edition. Developments of the last 10 years, including new material on MARC format, AACR2, and discussions of online catalogs, have been added.

The handbook's nine chapters cover such topics as personnel and procedural issues; the need to change existing catalogs; and integrating the description, main entry, name and title access points, subject headings, and classification/call numbers into an existing system. Each example discussed is accompanied by a catalog card or MARC record to illustrate the decisions to be made. 355 p., \$35 U.S. and \$42 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80160-0263 (0-87287-575X, 88-13840).

Topographic text. In the introduction to A Topography of Cataloguing, author Mary Piggott explains that the book is an attempt "to map the intellectual environment in which the cataloguer works, to show...how language, social organization and methods of intellectual communication determine the decisions that the cataloguer makes." The work is a companion volume to Piggott's The Cataloguer's Way: From Document Receipt to Document Retrieval."

Rather than writing a straightforward textbook referring to specific codes and rules, Piggott deals "in general terms with the problems and solutions that confront the cataloguer." The first part of the book sets the scene in which cataloging takes place by describing catalogs and their purpose; the development of cooperation, centralization, and computerization; and the issue of standards. Subsequent chapters cover the underlying problems of language, the use of terminology, and subject, classified, and dictionary catalogs.

The 287-page book, published by Britain's Library Association, is distributed in the U.S. for \$27.50 by ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-85365-758-0).

MARC formats guide. *MARC for Library Use,* second edition, is revised to cover recent changes in USMARC standards. Author Walt Crawford includes information on format integration, the most important recent development in USMARC.

In addition to separate chapters focusing on each format (books, scores, computer files, etc.), the handbook discusses such topics as the structure of USMARC, archival and manuscript control, authorities and holdings, and nonroman text in USMARC. Close to 200 figures and tables are used to illustrate the points being made. A glossary and selected bibliography are also included.

The 359-page guide is available in cloth (0-8161-1887-6) for \$38.50 (\$44.50 export) and paper (0-8161-1889-2) for \$24.50 (\$28.50 export) from G.K. Hall, 70 Lincoln St., Boston MA 02111 (88-34724).

school media=

Generating interest is the intent of *Book Whiz, for Teens*, a new software program from the Educational Testing Service (which also produces *Book Whiz* for grades 6–9). Targeted at teenagers who are reluctant readers, but appropriate for anyone of high school age, the interactive software uses a game format to encourage users to explore and select books they will enjoy. The database contains annotations for 800 books, spanning all reading levels appropriate for students in grades 9–12 and treating themes and issues of importance to today's young adults.

The software, which runs on Apple II and IBM personal computers, requires a single disk drive and 64K of memory. A color/graphics adaptor is also required for the Apple. Lab packs and quantity discounts are available. \$175 (Apple) and \$195 (IBM) from BookWhiz, Library & Reference Services, 30-B, Educational Testing Service, Princeton, NJ 08540-9885.

Docs for schools. Government Publications for School Libraries recommends government documents appropriate for use in the school-media center. Author Donald Voorhees has divided the guide into three parts: The first two deal with the selection and ordering of documents, and the third lists about 100 recommended documents for a core collection, including an annotation and ordering information for each.

Special attention is paid to current topics such as AIDS education, and most materials listed are free or inexpensive. Since the book was published for a New York audience, there is some emphasis on that state's documents; however, most of the material is available from the federal government. 40 p., paper, \$7 from the New York State Library Association, 15 Park Row, Suite 434, New York, NY 10038.



A visual boost for *Info Power*. Explaining the mission of the library media program is the objective of *Visual Power*, a set of transparency masters designed to be used with *Information Power*: Guidelines for School Media Programs, published last year by the American Association of School Librarians and the Association for Educational Communications and Technology. Author Kay P. Bland and illustrator Suzie James provide a chapter-by-chapter visual representation of the points in *Information Power* that can be used in a variety of ways. 109 p., shrink-wrapped, unbound, \$13 from Libraries Unlinmited, POB 3988, Englewood, CO 80155-3988 (0-87287-754-X, 88-27371).

Schools go online. Author Doris M. Epler addresses important aspects, procedures, and potential problems connected with online searching in school libraries in *Online Searching Goes to School.* The guide provides basic information on computerized databases useful in schools, advantages and disadvantages of online searching, and the impact of such search services on curriclum, budgets, and management of the school library.

Specific topics dealt with include integrating online searching into the library media program, document retrieval, staff training, and program evaluation. A product and services directory is appended. The 160-page paperback is \$28.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-546-9, 88-13927).

Influencing curriculum. School Libraries and Curriculum Initiatives, edited by Margaret Kinnell and Helen Pain-Lewins, presents the reports resulting from the two symposia of the same title held in Britain in March and May 1987. The symposia were convened to allow senior librarians and educationalists to meet and discuss how the school library's role in developing and implementing new curricula might be fulfilled.

The reports include an overview and recommendations from each symposium and a variety of case studies. The conclusion gives major recommendations and suggestions concerning further research and development in the areas of management information and curriculum development. The 132-page paperback is \$28 from Taylor Graham, Suite 187, 12021 Wilshire Blvd, Los Angeles, CA 90025 (0-947568-38-7).

A library for dissenters

At Oakland's Data Center, authors and activists track down hard-to-find info on everything from toxic waste to Soviet dissidents

by Fred Setterberg

COUPLE OF YEARS AGO, I was writing an article that required a crash course on the persecution of ethnic Turks in Bulgaria by government bureaucrats and the armed forces. My knowledge of the issue equalled that of the average American: absolutely nothing.

Fortunately, I did know about the Data Center, the nation's leading "public interest library," located in Oakland, Calif.

"Sure, we have a file on that," responded a Data Center archivist, one of four library school graduates on staff. He handed me a fat folder full of dog-eared clippings about the persecution of ethnic Turks in Bulgaria, taken from the New York Times and other U.S. newspapers, Amnesty International reports, and magazine highlights culled from the Englishlanguage foreign press. In two minutes, the Data Center had saved me about ten hours' work. Instead of tediously poring over the public library's all-too-detailed small-print periodical indexes and then piecing together dozens of sources at the eyesight-rending microfiche machines, I had the whole story plopped into my hands in an instant.

Low-tech but efficient

Since then, I've consistently returned to the Data Center—along with some thousand other journalists, scholars, attorneys,

Last year, Fred Setterberg's reporting on U.S. military policy in Honduras for Mother Jones was selected as one of the best 25 stories of the year by the media watchdog group Project Censor. The article, like many he has written for Life, The Nation, Hippocrates, The Utne Reader and other journals, began with a trip to the Data Center.

and political activists who each year employ its low-tech but highly efficient research system to investigate a story, strengthen support for a good cause, or blacken the eye of a bad guy by wielding the big stick of public record.

Throughout the week, you can find them gathered in the Data Center's cluttered corners, trailing past the rows of newspaper-filled crates and the overflowing stacks of books and magazines: immi-

"When news of the Irangate scandal first broke, this file provided one of the richest background sources available anywhere for investigators wishing to trace its nefarious progress."

gration specialists documenting human rights atrocities in Guatemala and El Salvador to halt deportations; rank-and-file labor activists untangling international investments by their company that may lead to a domestic plant closure; local reporters and foreign journalists researching the institutions and individuals that foment progress—or prevent it—in the Bay Area and the world.

"Basically we're a library for people involved in social change," said Fred Goff, the Data Center's president and founder.

Influencing world events

In recent years, the Data Center has played an important background role in world events. With little fanfare, its archivists excavated information to help lobbyists battle the Bork Supreme Court nomination, assisted negotiators of the Arias peace plan in Central America with its extensive regional reports, and worked with the Philippine government to sniff out the trail of Ferdinand Marcos' pirated wealth.

Of course, compared to the scope of large academic or public libraries, the Data Center's informational purview may seem narrow-but it runs deep. The library collects tons of materials that anatomize the core of economic and political clout around the world: some 7,000 files on U.S. corporations dating back at least 10 years (a primary resource for Milton Moskowitz's best-selling almanac of corporate America, Everybody's Business); profiles of dozens of nations, covering subjects ranging from the devastation of Costa Rica's rain forests to Soviet bloc dissidents; a growing collection on censorship, propaganda, and the erosion of First Amendment rights; and a sterling labor section that outstrips most university libraries, seeded with the private collection of the late labor journalist Paul Jacobs.

At the heart of these collections lies the Data Center's unique clipping files. Each week the staff surveys, sorts, and clips about 2,500 articles by hand and then stuffs them into a plethora of bulging folders with such provocative headings as Mercenaries, Evangelicals, International Debt Crisis, and Toxic Waste—all the major issues and grim public preoccupations of our time. "We gather information in times of crisis and upheaval," summarized Andy Kivel, the center's director of resource ser-

vices. And as new crises are spawned and documented, the files continue to grow.

In some instances, the Data Center's narrow focus has even anticipated issues that would later blossom into national obsessions. In 1983, for example, the staff began clipping articles on the private financing of the Nicaraguan Contras. When news of the Irangate scandal first broke, this file provided one of the richest background sources available anywhere for investigators wanting to trace its nefarious progress. In fact, the first book on the subject, The Iran-Contra Connection by Jonathan Marshall, Peter Dale Scott, and Jane Hunter, was rapidly produced in the heat of the controversy with the primary assistance of Data Center files.

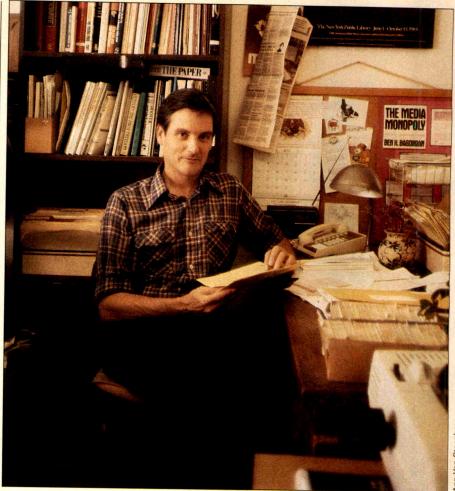
Focus on the fringes

The Data Center fills out its clipping files with a unique collection of more than 350 periodicals dissecting the fringes of American society. Researchers alert to rumblings on the American right can delve into a spate of insiders' accounts, from Soldier of Fortune to the Moral Majority Report. On the left, the Data Center staff shelve Counterspy, Sojourners, and Cuba's Granma.

"One of the Data Center's patron saints is I.F. Stone," said Fred Goff, gesturing toward the ramparts of newsprint and wobbly stacks of files lined up along the library's poster-plastered walls. "He said that if you could put your hands on the public record, you'd find a tremendous amount-It's a goldmine for people who want to do independent analysis. The trick is to put it all together."

Strangely enough, the task of putting it all together is made easier by the library's medieval preference for clipping and sorting, in lieu of the computerized data banks propping up most private research firms. For one thing, unlike may databases, the clipping files include the full text of articles, including maps, graphs, and charts. And much of the Data Center's materials, such as their copies of the underground Sandinista newspaper prior to the 1979 Nicaraguan revolution, simply can't be found within conventional computerized

In the future, the Data Center will be relying more on computerized systems for the major daily press. But it really doesn't come down to a duel between technologies—the computer versus the Clipit knife. More important is the matter of judgment. The Data Center staff closely track a limited range of issues over the course of many years; in their perpetual



Data Center's founder and president Fred Goff.

"With little fanfare, [Data Center] archivists excavated information to help lobbyists battle the Bork Supreme Court nomination...and worked with the Philippine government to sniff out the trail of Ferdinand Marcos' pirated wealth."

search for "the most information value per column inch," they get to know who said what about whatever-and where the clipping is now housed. Unlike the computerized systems that usually rely on key words in headlines or titles to turn up relevant materials—and often produce staggering bills for overkill efforts-the Data Center provides the priceless and irreplaceable tool of a flexible and informed human intelligence.

The Data Center originally grew out of the documentation needs of the North American Congress on Latin America (NACLA), a highly respected research organization producing important analysis on Latin American affairs, which Goff cofounded in 1966.

"One of NACLA's strengths was the footnote," said Goff. "It built credibility." But with time, it also proved impossible to simultaneously research complex topics and write about them with due speed. The Data Center was established in 1977 to handle the prodigious demands of documentation.



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A library for dissenters

Today the concerns of South and Central America still remain at the heart of the library's collections. The Data Center publishes Information Services on Latin America (ISLA), a 350-page monthly compendium of all the region's important news and feature stories covered by the Christian Science Monitor, Washington Post, Financial Times of London, and six other major U.S. and European newspapers. Familiar to most Latin Americanists, ISLA assists scholars and journalists around the world in researching everything from election fraud to indigenous cultures. The comprehensive scope of the publication, combined with its easy access to a variety of information, has even prompted one university professor in Florida to forbid his students to use it when writing term papers. "Why?" asked an astonished Goff, when he heard the news at a library convention. "Because it makes research too easy," he was told.

Low-budget library

For all its accomplishments, the Data Center manages to scrape by on a remarkably low budget. The library supports its staff of 12 (assisted by 30 interns and vol-



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U.S. General Services Administration

"As ex-CIA agentturned-exposé writer Philip Agree ironically observed, 'Not since I left the CIA have I seen such a valuable library for activists.'

unteers who log about 2,500 hours of unpaid work throughout the year) for a mere \$250,000 annually. Sixty percent of its income comes from modest fees charged to members. (An individual can use the Data Center for four dollars per day, or become a member for as little as \$20 per year.) Last year the remaining operating expenses were picked up by \$78,000 in foundation funding and donations from more than 500 individual supporters.

Just last year, the Data Center's volume of business grew by 25%, fed in part by the persistent accolades of its members and a sudden prairie fire of word-of-mouth referrals. As ex-CIA agent-turned-exposé writer Philip Agee ironically observed, "Not since I left the CIA have I seen such a valuable library for activists."

Two years ago, the nation's leading "library for dissenters" was even praised by, of all places, the office of the Assistant Secretary of Defense. Referring to another Data Center publication tracking U.S. plant shutdowns, the assistant to then-Secretary of Defense Caspar Weinberger wrote with a tone of begrudging admiration: "[Plant Shutdowns Monitor] appears to be the single available listing of current plant closures/cutbacks in the country. At this point, yours is the only game in town."

"We even have one client," laughed Goff, "who contracts with a major commercial research firm in the East. All of our work for him is conducted over the phone. One day he called and wanted to know if he could buy the Data Center." Goff gestures around the library, towards the troves of hand-clipped articles and the small reading room typically filled with human rights activists, immigration lawyers, and reporters.

"You see," explains Goff, pleased with the roomful of discreet page-turning and quiet notepad-scribbling, "this guy had never visited our offices."

Public library circulation holds steady in 1988

XPENDITURES IN AMERIcan public libraries rose sharply in 1988 while use continued to make modest gains. The 1988 Index of American Public Library Circulation was 121, up three points since 1987. The Index of Expenditures was 196, up 15 points since 1987 for an increase of 8.3%. In constant 1980 dollars, the index rose 6.9%, from 131 in 1987 to 140 in 1988. This increase follows a reported decrease in the 1980 dollars index in 1987.

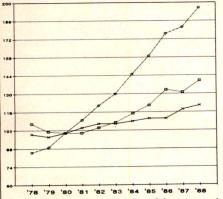
The index values are based on reports from a sample of 53 public libraries representative of circulation and current expenditures for all U.S. public libraries serving over 25,000 people each. The sample was based on the changes in circulation and current operating expenditures from 1975 to 1980.

The index is computed by dividing each library's 1988 circulation and expenditures by the corresponding 1980 figures for that library and multiplying by 100. The resulting ratios from each library were ranked from highest to lowest, and the median (or "middle" case) is the index value for circulation or expenditures. To calculate the expenditures in 1980 dollars, the 1988 expenditures index is divided by the rate of change in the U.S. Consumer Price Index for All Urban Consumers from 1980 to 1988.

Adult/Juvenile comparison

Forty-one libraries (77% of the sample) were able to report the percentages of adult and juvenile circulation that made up their total circulation. For these libraries, the average adult circulation was 65% and juve-

Public library circulation and expenditures



In this graph, the solid line (x) represents circulation, the dot-dash line (o) represents expenditures in current dollars, and the dotted line (\square) represents expenditures in 1980 dollars

Annual indexes for a sample of American public libraries: 1978–1988 (with 1980 = 100; for 1980–88, N* = 53)

	1978	'79	'80	'81	'82	'83	'84	'85	'86	'87	88
Circulation	99	97	100	104	107	107	109	111	111	118	121
Expenditures	85	89	100	110	121	130	145	159	176	181	196
In 1980 dollars	107	101	100	100	104	108	115	121	133	131	140

Circulation percentages			Expenditure percentages				
	1980	1988	1980		1988		
	(N = 34)	(N = 41)		(N = 53)	(N = 51)		
Adult	69%	65%	Salaries	63%	60%		
Juvenile	31%	35%	Materials	16%	16%		
			Other	21%	24%		

^{*}N is the number of libraries reporting

Annual indexes for circulation and expenditure categories

Medians	1980	'81	'82	'83	'84	'85	'86	'87	'88
Adult circulation	100	95	108	111	114	112	109	108	108
Juvenile circulation	100	96	106	108	112	117	120	133	140
Expenditures for salaries	100	112	123	137	147	154	162	183	191
Expenditures for materials	100	108	123	123	141	149	174	187	197
Expenditures for other	100	113	117	120	149	150	178	177	207
Other measures: medians	1980	'81	'82	'83	'84	'85	'86	'87	'88
Circulation per capita	4.7	5.2	5.2		5.3	5.4	5.6	5.7	5.7
Expenditures per capita (pc)	\$7.39	\$8.26	\$9.49	\$9.78	\$10.73	\$11.14	\$11.61	\$12.09	\$13.15
Expenditures per circulation							\$2.04	\$2.10	\$2.28
Expenditures pc, lib. matls.		\$1.17					\$1.99	\$1.85	\$2.32

nile was 35% of the circulation. These are the same percentages as in 1987, although percentage of juvenile circulation has grown since 1980. These 41 libraries had higher indexes of circulation (125) and expenditures (197) than the sample as a whole. Adult circulation in 1988 was 8% higher than in 1980 compared to an increase in juvenile loans of 40%.

As was the case in previous years, adult fiction accounted for the largest percentage of adult circulation. For the 24 libraries able to report this figure, the average percentage was 31% of total circulation. Adult nonfiction represented an average of 25% of total circulation (N=22). Libraries reporting these two figures had the same expenditure index as the total sample, but a higher circulation index.

Salary expenditure decrease

The expenditure percentages show a decrease in the average percentage of salary expenditures and an increase in the "other" expenditures category. The distribution is 60% for salaries, 16% for materials, and 24% for all other costs. In 1988 there was a marked increase in actual expenditures in the "other" category (17%),

although all reported figures showed an increase. Actual expenditures for salaries went up 4.4% and expenditures for materials increased 5.3%.

Three of the four "other measures" shown in the accompanying box increased in 1988; all of the expenditure figures went up. The most dramatic increase was in "Expenditures per capita for library materials," where the figure increased by 25%. Circulation per capita remained constant at the 1987 figure of 5.7.

Per capita circulation has increased by 21% since 1980. This increased use corresponds to increasing support for public libraries; expenditures per capita in current dollars have increased 78% since 1980. When expressed in constant 1980 dollars, the increase is 27% (from \$7.39 to \$9.42 per capita). Total U.S. population increased 8.6% from 1980 to 1988. The Index of Public Library Circulation increased 21% during the same period, and the Index of Expenditures increased 40% in 1980 dollars.

Debra Wilcox Johnson
GSLIS—Library Research Center
University of Illinois,
Urbana-Champaign

ala and you

What president-elect cares about most

Dougherty: "I want our profession's contributions to be recognized"

RICHARD DOUGHERTY, WHOSE petition campaign exhorted librarians to stand up and tell the world they make a difference, has won ALA's four-way presidential fray with 34 percent of the valid vote.

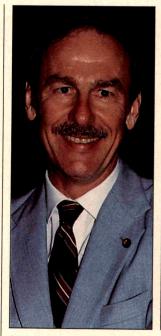
"I want our profession's contributions to be recognized—we should be associated with some of the solutions to society's problems. Literacy is one of them," Dougherty said in an AL post-election interview, "When Barbara Bush's Fund for Family Literacy was announced a few months ago, the account that I read made no mention of libraries or librarians." He said the profession has been too modest and he would like to increase its visibility. "I would like to communicate to those outside of ALA the significant role librarians play in a dramatic way."

According to Dougherty, all types of libraries are in the throes of fundamental change as they attempt to adapt to today's new information environment. "If libraries are able to use the technology becoming available, this environment will create many opportunities for them," he said, "and I want to see our association provide guidance during this period of transition."

In 1978 Dougherty assumed dual roles as director of the University of Michigan/Ann Arbor libraries and professor of information and library studies. Last year he shifted to full-time teaching duties. The 54-year-old president-elect served as acting dean of the university's library school in 1984–1985. Dougherty has also held the university librarian post at the University of California/Berkeley and other academic librarian jobs at the University of North Carolina and elsewhere.

A native of Indiana, Dougherty was graduated from Purdue University with a bachelor's in forestry. He obtained his MLS and doctorate from Rutgers University in 1961 and 1963, respectively. Throughout his 28-year career, he has held many leadership positions in ALA, including Executive Board member in 1972–1976; Councilor in 1969–1976; and Endowment Trustee, 1986–1989.

He sees a need to expand the quality and quantity of the pool of people entering the profession. "Our [U.S. library schools] rejection rate is about five percent," he said. He thought it was becoming more difficult to recruit the best and the brightest among minorities and women because more doors are being opened to them than ever before. "We have to underscore the psychological rewards of the profession."





Richard Dougherty stops for a portrait during the Inaugural Banquet at the ALA Annual Conference in Dallas. Earlier, he posed with his family in the exhibits area. Beside him (above) are his son Doug, his wife Ann, and Richard and Ann's two children, Katie and Emily.

Dougherty believes there are many challenging opportunities for a rewarding career in librarianship to attract a young college student to the field. He said he would tell such a student to look at the libraries that today are engaged in progressive, interesting projects. "For example, the 'you can turn to us' program at the Free Library of Philadelphia-it symbolizes to the community that citizens in all walks of life can turn to the library for help—that it is a 'supermarket of ideas.' Or I could point to the children's program at a small library in Lapeer, Mich., where the children, the school system, and parents became involved because of the library staff's enthusiasm-it was very impressive."

Dougherty would like to see the Association conduct a research study to find out why the ALA, in his words, "seems irrelevant and remote to the needs of a majority of practitioners." He believes that is why even members don't participate more fully in such activities as the ALA presidential election. He argues that we could turn things around by strengthening ALA visibility through its chapters and doing a better job of communicating to state associations what we do for members.

He also intends to work with the new ALA president and executive director in developing consistent policy on such issues as access to government information. "I want to carry on what they are doing so we can work on priorities that build upon each other," he said.

Finally, he called "listening" one of the first items on his presidential agenda. "I really don't have all the answers, and I know it!"

Dougherty received the first Esther J. Piercy Award in 1969 for his early accomplishments in tech services. The Association of College and Research Libraries named him Academic Librarian of the Year in 1983, and last year he was the first recipient of ALA's Hugh C. Atkinson Award. A prolific author, his most noted work is Scientific Management of Library Operations (Scarecrow, 1982).

He lives in Ann Arbor with his wife, Ann Dougherty, managing editor of Mountainside Publishing Co. of Ann Arbor, which publishes the *Journal of Academic Librarianship*. Dougherty is president of the press. The new president-elect's hobbies include tennis and motorcycling, and he is an avid poker player. His reading: a recent favorite was Scott Turow's *Presumed Innocent*.

—E.McC.

Dougherty wins top ALA post, 25 new councilors chosen

RICHARD M. DOUGHERTY, PROFESsor of information and library studies at the University of Michigan in Ann Arbor, has been elected vice-president/president-elect of the American Library Association. Dougherty received 3,859 of the 11,124 valid votes for president cast by ALA members in a mail ballot. He defeated Rebecca T. Bingham, 3,359 votes; Hannelore B. Rader, 2,131 votes; and Irene B. Hoadley, 1,775 votes.

The total vote of 11,681 represents a negligible increase over last year's 11,368 total. In contrast, 1988 marked a 13% increase over the 1987 total of 10,021. The 1989 ALA Election Committee reported 118 invalid ballots cast.

Councilors at large

TWENTY-FIVE COUNCILORS AT large were elected for the 1989–1993 term. Their vote totals are listed after their names, which are in alphabetical order. An asterisk denotes petition candidate.

Nancy M. Bolt*, Colorado State Librarian, Denver, 3,289; Florence Brown, Enoch Pratt Free Library, Baltimore, Md., 2,625; Susan Brynteson*, University of Delaware, Wilmington, 2,656; Ching-Chih Chen*, Simmons College, Boston, 3,958; Marva L. De-Loach*, Stanford University Libraries, Calif., 2,845; Hardy R. Franklin, District of Columbia Public Library, 2,645; Salvador Güereña, University of California Library, Santa Barbara, 2,648; David M. Henington, Houston (Tex.) Public Library, 2,741; Janet Swan Hill, University of Colorado Libraries, Boulder, 3,231; Kathleen R. T. Imhoff, Broward County Library, Fort Lauderdale, Fla., 3,049; Barbara Ivy*, Texas Women's University, Denton, 3,047; Diane Gordon Kadanoff*, Norwell (Mass.) Public Library, 2,802; Erleen Bishop Killeen, Rippon Elementary School, Woodbridge, Va., 3,063; Margaret M. Kimmel, University of Pittsburgh (Pa.) SLIS, 3,537; Tony Leisner, Quality Books, Inc., Lake Bluff, Ill., 2,694; and Beverly P. Lynch*, University of Illinois/Chicago, 5,103.

Also elected to ALA Council were Bernard A. Margolis*, Pikes Peak (Colo.) Library District, 3,088; Nancy H. Marshall, Earl Gregg Swem Library, College of William & Mary, Williamsburg, Va., 3,099; Stephen L. Matthews*, Audrey Bruce Currier Library, Foxcroft School, Middleburg, Va., 2,634; Susan L. Perry, Meyer Memorial Library, Stanford University, Calif., 2,896; Marvin H. Scilken*, Orange (N.J.) Public Library, 4,222; Richard J. Sorensen, Wisconsin Department of Public Instruction, Madison, 2,758; Phyllis J. Van Orden*, Florida State University SLIS, Tallahassee, 3,002; Barbara F. Weaver, New Jersey State Librarian and Assistant Commissioner of Education, Trenton, 2,752; Karen Whitney*, Agua Fria Union High School, Avondale, Ariz., 3,225.

Other vote totals

COUNCIL CANDIDATES WHO WERE not elected and their vote totals: John Arthur Axam, 1,885; Barry B. Baker, 1,671; Elinor L. Barrett, 1,751; Billy C. Beal, 1,769; James F. Bennett, 2,470; Herbert Biblo, 2,402; David H. Brunell, 1,548; Richard M. Buck, 2,457; J. Randolph Call, 1,593; Frank D'Andraia, 1,499; Hiram Davis, 2,060; Carol K. DiPrete, 1,984; Joan L. Dobson, 2,204; Jackie Eubanks, 1,918; Edith M. Fisher, 2,306; Arthur L. Friedman, 1,510; Martin Gomez, 2,006; Doria M. Beachell Grimes, 2,157; Carolyn L. Harris, 2,547; Robert Mayo Hayes, 2,303; Walter M. High, 1,781; Monteria Hightower, 2,064; Arnold Hirshon, 1,775; Joseph H. Howard, 2,189; Jane G. Johnson, 2,123; James R. Johnston, 1,695; Judith M. King, 1,983; Em Claire Knowles, 1,873; Ronald S. Kozlowski, 2,391; Vicki R. Kreimeyer, 2,289; Eileen B. Longsworth, 2,471; Louis E. Martin, 905; Richard A. Matzek, 1,228; Gerard B. McCabe, 1,757; John A. McCrossan, 2,081; Walter W. Pennington, 1,713; Marion T. Reid, 2,287; Joan M. Repp, 2,104; Gleniece Robinson, 2,529; Roscoe Rouse, Jr., 2,105; James Scheu, 595; Frances V. Sedney, 2,162; Ted P. Sheldon, 1,784; Louise S. Sherby, 2,038; Kenneth G. Sivulich, 1,914; Jean-Anne South, 2,149; Charles Townley, 1,635; John Tyson, 2,051; Binnie Tate Wilkin, 1,297; James F. Williams, II, 1,878; Peter R. Young, 2,464.

Two proposed amendments to the ALA Constitution and Bylaws were approved. They provide that a vacancy in the office of president-elect shall be filled by vote of the membership, and that eligibility for student membership be extended to three calendar years.

Divisions and round tables

THE NEWLY ELECTED CHIEF OFFIcers for ALA divisions are: AASL, Winona N. Jones; ACRL, Barbara J. Ford; ALSC, Barbara M. Barstow; ALTA, Wayne Moss; ASCLA, Clarence R. Walters; LAMA, Susanne Henderson; LITA, Jo-Ann Michalak; PLA, Charles M. Brown; RASD, James H. Sweetland; RTSD, Ruth C. Carter; YASD, Christy Tyson.

Newly elected round table heads are: Continuing Library Education Network and Exchange, Vee Friesner Carrington; Ethnic Materials Information Exchange, Marie Zielinska; Federal Librarians, Arlene Luster; Government Documents, John H. Sulzer; Intellectual Freedom, Christopher F. Bowen; Independent Librarians Exhange, Susan P. Klement; Junior Members, Mary Marcum Evans; Library History, Francis Miksa; Library Instruction, Louise W. Greenfield; Library Research, Martha L. Hale; Map and Geography, Julia M. Gelfand; and Social Responsibilities Action Council, Cynthia J. Johanson, Linda I. Pierce, Daniel C. Tsang, Gail P. Warner.

Bell Atlantic to finance Family Literacy Project

The Bell Atlantic Foundation has pledged \$292,375 to finance the Bell Atlantic/ALA Family Literacy Project, to be directed by the Office for Library Outreach Service with support from the Communications Department, the Public Library Association, and the Association for Library Service to Children.

In the first phase of the project, to commence late this year, 25 public-library demonstration sites will be established in New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and the District of Columbia (the Bell Atlantic service area) to train teams of librarians, adult literacy or adult basic education specialists, and local Bell Atlantic community relations representatives in developing service to low-literate parents and their children. The training seminars will be produced

in cooperation with Push Literacy Action Now, a private nonprofit voluntary literacy program in the District of Columbia.

AASL establishes scholarship, publication award

The American Association of School Librarians (AASL) has established a \$2,500 scholarship to support the preservice professional training of school library media specialists. Also new is a \$500 annual award for an outstanding publication in school librarianship.

The School Librarian's Workshop Scholarship is donated by Jay W. Toor, president of Library Learning Resources. The first scholarship will be presented in June 1990 to an individual who plans to become a school library media specialist.

Donated by the publishers of Emergency

Librarian, the first Emergency Librarian Publication Award will be presented at the 1990 ALA Annual Conference in Chicago.

Applications and guidelines are available from AASL/School Librarian's Workshop Scholarship or AASL/Emergency Librarian Award, 50 E. Huron St., Chicago, IL 60611. Deadline for award nominations and scholarship applications is Feb. 1, 1990.

Literacy contacts brochure available

ALA's Office for Library Outreach Service offers "Literacy Contacts in State Library Agencies." For a copy of the brochure, send a self-addressed, stamped business envelope to ALA/OLOS, 50 E. Huron St., Chicago, IL 60611.

Literacy partnership attracts Small Business Administration

National Partners for Libraries and Literacy, 63 organizations pledged to support ALA's promotional efforts on behalf of libraries and literacy, recently gained the participation of the U.S. Small Business Administration. SBA has adopted an eightpoint program to unify state and local literacy programs, and to increase small business participation in schools and libraries.

SBA's "Workplace Literacy: Targeting the Future" is a report on the first national conference to focus on workplace literacy from the small-business perspective. Copies are free from Patricia A. McBride, assistant advocate, Small Business Administration, 1725 I St. N.W., Suite 403, Washington, DC 20416. Information on National Partners for Libraries and Literacy is available from ALA's Public Information Office.

ALA-Tribal Employment link

As part of its efforts to recruit minority staff, ALA will be drawing on the resources of the nation's 53 Tribal Employment Rights Offices (TEROs), Personnel Director Marla Powers-Gibson reported. The basic TEROs mission is to encourage and facilitate employment of Native Americans in business and industries located on reservations. ALA is networking with several organizations to create a pool of qualified minority candidates for staff positions.

Education leaders want change: Information literacy requires teacher training, accountability

At a national invitational symposium in Leesburg, Va., April 14-16, representatives of 36 key educational institutions and organizations concluded that the United States must reexamine the way it approaches public education.

Cosponsored by the U.S. National Commission on Libraries and Information Science (NCLIS) and ALA's American Association of School Librarians, "Information Literacy and Education for the 21st Century: Toward an Agenda for Action" resulted in a series of recommendations centering on teacher training and accountability, the way schools are administered and funded, and the organization of school library media programs.

The results of the symposium will be distributed to participant organizations and other educational groups for review, endorsement, and action. Among the organizations and groups represented are the American Federation of Teachers, Library of Congress, National Council of Teachers of English, National Parents and Teachers Association, and the ALA Presidential Committee on Information Literacy. A draft report of the initial recommendations will be issued later this year.

• At a related conference in Washington, D.C., in early May, ALA and 16 national education organizations formed the Educators' Coalition for Quality Teacher Education and Preparation to denounce recent state actions that loosen requirements in teacher education programs.

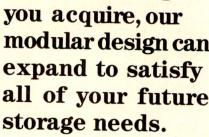
1989—YEAR OF THE LIBRARIAN "Ask a professional. Ask your librarian." Promoting the librarian:

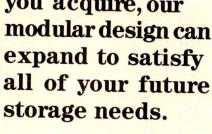
Tip number 3: Up your visibility. Join and participate in at least one major civic organization. Offer the library as a meeting site. Make sure you have business cards and use them generously.

-P.R. Activity Report **ALA Public Information Office**

CORRECTIONS, May AL: The PLA/CLSI International Study Award (p. 466) was donated by CLSI, Inc. "Liberty and Violence" and "Let's Talk About It" (p. 465) were funded by the National Endowment for the Humanities.

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Conference programs in place for AASL in Salt Lake City

Speakers at the national conference of the American Association of School Librarians (AASL), Oct. 18–22 in Salt Lake City, will include author-humorist Judith Viorst, author Dorothy Strickland, National Endowment for the Humanities chair Lynne Cheney, Whole Earth Catalog founder Stewart Brand, and teacher-author Harry K. Wong.

The conference theme is "Access to Excellence," and some 100 programs will be presented, including brunches with four children's authors— Elizabeth Winthrop, David Macaulay, Michael Dorris, and Bruce Brooks. Preliminary programs and registration information are available from AASL, 50 E. Huron St., Chicago, IL 60611, 800-545-2433, in Illinois -24444, in Canada -2455.

Information Request Form available from Gaylord

Designed to improve interlibrary reference service cooperation by standardizing reference referral, the Information Request Form developed by the Reference and Adult Services Division Cooperative Reference Service Committee is now available from Gaylord Brothers.

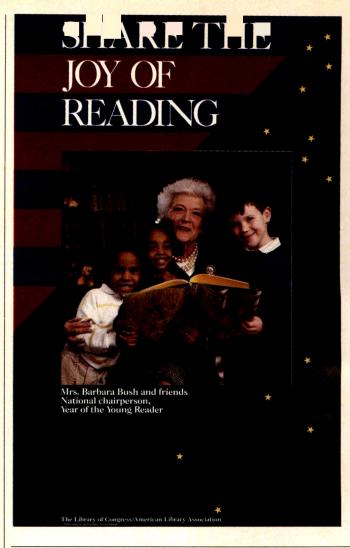
The form comes in two formats: the multiple-part form for interlibrary requests (Gaylord catalog #388IRF4) and single-sheet work pads for in-house use (Gaylord catalog #388IRF). Call Gaylord at 800-448-6160 for order information.

Junior members want help with library school outreach

ALA's Junior Members Round Table (to become New Members Round Table, July 1990) has launched an all-out effort to involve library school students in professional activity through membership in ALA and JMRT. The Membership Promotion and Relations Committee plans to develop a network of individuals to assist in the project and encourages anyone interested in becoming involved to contact Myrtis Collins at the General Library, General Reference Services, University of California, Berkeley, CA 94720, 415-642-7600.

Mason appointed to Rockefeller video task force

Sally Mason, ALA's director of video and special projects, has been appointed to a task force recently established by the Rockefeller Foundation, a supporter of culturally diverse, independently produced features, documentaries, arts programs, and experimental work on videocassette.



BARBARA BUSH boosts literacy in

this new poster coproduced by ALA and the Library of Congress. Honorary chairperson of the Year of the Young Reader, the First Lady here reads The Three Billy Goats Gruff to Washington, D.C., school children at LC. The 22-by-34inch poster is \$6 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611.

The task force will explore new methods for distribution of these films and videos to expanded audiences. Following a May 30-June 2 initial planning meeting in New York City, Mason told *AL* the task force includes video store owners, commercial home video packagers, marketing experts, and media arts center and museum personnel. "Everyone on the task force agrees," she said, "that libraries are the key to all of this."

LAMA clearinghouse collects, lends staff development policies

The Library Administration and Management Association's Personnel Administration Section has established a clearinghouse for library staff development policies, programs, and training materials. Located in the ALA Headquarters library, the Staff Development Clearinghouse was created by the Staff Development Committee and currently has over 30 sample documents available for loan or reproduction.

Libraries of all types and sizes are invited to help build the collection by sending relevant materials to Randy Wilson, Parlin-Ingersoll Library, 205 W. Chestnut, Canton, IL 61520.

Requests to borrow materials should be submitted to Headquarters library on an ALA-approved interlibrary loan request. Postage costs must be reimbursed, and requests for photocopied documents prepaid. Obtain details and a list of available documents from ALA HQ librarian Charles Harmon.

Freedom to Read Foundation anniversary items available

The Freedom to Read Foundation is celebrating 20 years of promoting and protecting freedom of speech, freedom of the press, and the right of libraries to provide free access to creative works. To celebrate, FRF has created a commemorative t-shirt bearing the 20th anniversary logo (\$10), an enamel pin in the form of FRF's logo (\$8), and a dome-shaped lucite paperweight displaying the FRF logo (\$20). Order from ALA, Office for Intellectual Freedom, 50 E. Huron St., Chicago, IL 60611.

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Rushdie poster

A poster of the Feb. 22 New York Times ad supporting free expression-in connection with the Salman Rushdie affairis available from ALA's Office for Intellectual Freedom. Sponsored by ALA, the Association of American Publishers, and the American Booksellers Association, the ad stated: "Today is the publication date of Salman Rushdie's book The Satanic Verses. FREE PEOPLE WRITE BOOKS. FREE PEOPLE PUBLISH BOOKS, FREE PEOPLE SELL BOOKS. FREE PEOPLE BUY BOOKS. FREE PEOPLE READ BOOKS. In the spirit of America's commitment to free expression we inform the public that this book will be available to readers in bookstores and libraries throughout the country."

The posters are \$5 from: Rushdie poster, ALA Office for Intellectual Freedom, 50 E. Huron St., Chicago, IL 60611. Make checks payable to ALA.

=ala help exchange=

• Standards for hypertext are under consideration by the Library and Information Technology Association (LITA) Technical Standards for Library Automation (TESLA) Committee. Working with relevant organizations, TESLA seeks to broaden participation in establishing standards and encourages input from ALA members.

Hypertext systems enable users to establish links between related ideas within a document and among different documents. These links can be used for retrieval of related ideas in a text and related concepts in graphic, video, and audio media (*AL*, Feb., p. 158). Send comments to Marilyn Nasatir, chair, LITA/TESLA Committee, 1540 Summit Road, Berkeley, CA 94708.

- Closed card catalogs are the concern of the Catalog Form and Function (CFF) Committee of the Association for Library & Collections Technical Services. CFF is compiling a list of libraries that have closed their card catalogs; the list will serve as a resource for libraries contemplating a catalog closing. If your library has closed its catalog, send a brief description of the type of catalog you are now using, how you distinguish between old and new, and how the catalogs are linked. Mail to Barbara Preece, CFF Task Force on Card Catalog Closing, Cataloging Dept., Morris Library, Southern Illinois University, Carbondale, IL 62901, by Nov. 1.
- Communicating with educational researchers on library resources and instructional issues is the goal of a group of ALA members who have organized a Special Interest Group on Information Technology and Library Resources within the American Educational Research Association. For informa-



WEE PALS WILL ROOT FOR YOUR LIBRARY

in a competition for new library card registrants during Library Card Sign-up Month in September. Donated by World Book, prizes for the largest percentage of new cards issued are gift certificates worth \$1,000, \$500, and \$250 for World Book products. The characters from Morris Turner's comic strip stand ready to recruit in ALA's newest promotional package. Wee Pals materials are: poster (\$4), bookmark (200 for \$6), banner (\$3), tip sheet (\$2), and sticker (100 for \$5). A complete kit (three posters, 200 bookmarks, banner, tip sheet, 100 stickers) is \$23, from ALA Graphics. Contest forms are available from ALA/Public Information Office, 50 E. Huron St., Chicago, IL 60611.

tion contact Barbara Duke, head, UCLA Education and Psychology Library, 390 Powell, Los Angeles, CA 90024-1516, 213-825-4081.

"Art of the Western World" kit on the way

Public, high school, and college libraries can expect a kit of free materials to arrive in the mail this summer. The kit is designed to help librarians tie into the PBS series and television course "Art of the Western World." Premiering October 2, the nine hour-long programs will introduce viewers to pivotal works of art spanning 3,000 years.

The kit includes a four-color poster, clip art sheet with logos and a flyer with program synopses, programming and display ideas, bibliography, and filmography. Those who have not received a kit by summer's end may request one from: "Art of the Western World" Kit, ALA Communications Dept., 50 E. Huron St., Chicago, IL 60611.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

Access to Library Resources Through Technology and Preservation: Proceedings of the 1988 U.S.-U.S.S.R. Seminar, edited by Robert P. Doyle. 168p. \$25. AP:A (0-8389-7300-0).

Descriptive Statistical Techniques for Libraries by Arthur W. Hafner. 322p. \$20. AP:ABCDIJ (0-8389-0510-2).

Guide to the Evaluation of Library Collections, prepared by ALA Resources and Technical Services Division. 25p. \$5. AP:ABCDIJ (0-8389-3370-X).

Handbook for AACR2, 1988 Revision, second edition by Margaret F. Maxwell. 459p. \$27.50. AP:ACI (0-8389-0505-6).

Preservation and Conservation in Small Libraries by Marcia D. Lowry. 47p. \$5. AP:ABCDEFGHIJ (0-8389-5718-8). LAMA Small Libraries Publications, no. 15.

Readers' Advisory Service in Public Libraries by Joyce Saricks and Nancy Brown. 128p. \$15. AP:ABCD (0-8389-0511-0).

Movie Characters of Leading Performers of the Sound Era by Robert Anthony Nowlan, Jr. and Gwendolyn Wright Nowlan. \$47.50. AP:AC (0-8389-0480-7).

Academic Libraries in an Enterprise Culture: Viewpoints in LIS 2 by Donald Davinson. 40p. \$13.50. AP:QT (ALA order code L579-0) *

Current Research for the Information Profession 1988/1989 by The Library Association. 270+p. \$100. AP:Q (ALA order code L629-0).*

The Online Catalogue: Developments and Directions, edited by Charles R. Hildreth. 212p. \$46. AP:Q (ALA order code L708-4).*

Withering of Public Access: Viewpoints in LIS 4 by Trevor Haywood. 42p. \$14. AP:QR (ALA order code L698-3).*

ALA'S ATTIC: Curiosities from the ALA Archives

by Karen A. Schmidt



Librarians soak up some sun at Annual Conference, 1906.

BANISHING THE MID-CONFERENCE BLUES

ALA conferences in the early days met in charming, offbeat, and—especially to conference-bleary eyes—very appealing places. Newport in Rhode Island, Niagara Falls, the White Mountains in New Hampshire, and Waukesha, Wisconsin, were among the pleasant environs that played host to a few hundred librarians throughout the late 19th and early 20th centuries. Where now we venture to large city museums or plunge into hotel lounges and bars to escape the blur of faces and rooms, our forerunners had more exotic playgrounds to tempt them away.

Karen A. Schmidt is acquisitions librarian at the University of Illinois/Urbana-Champaign.

Caught in the act of enjoying a midconference swim off Narragansett Pier at the 1906 ALA Annual Conference are (from left) Mr. Biscoe, Mr. Hopkins, ALA Secretary Mr. Wyer, Mr. Hanson, and Mr. Currier. "Before sessions, in between sessions, sometimes during sessions," said the caption on this photograph from the ALA Archives, University of Illinois/Urbana-Champaign, "one might be seen raising two fingers as a signal to some other that a swim was in order. The bathing beach was fine as any of these members will testify." At least two of these gentlemen bathers, Mr. Hanson and Mr. Currier, spent their working hours in more decorous fashion-as chief of the Catalog Division at the Library of Congress and head of cataloging at Harvard, respectively.

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^{*} Published by The Library Association of the United Kingdom and distributed in the United States by ALA Publishing Services.

bulletin board=

CHECKLIST OF RECENT ANNOUNCEMENT







Amarillo (Tex.) dinosaur mural; Ni Hao project, Queens Borough (N.Y.) Flushing Branch; Aberdeen (Wash.) "Read and Ride" trolley.

Cheers!

- ☐ East Branch, Amarillo (Tex.) Public Library, is home to a new 21-foot dinosaur mural (above) painted by Divinity King, a student at Caprock High School. Six months in the making, the mural is the library's Summer Reading Club focal point.
- Queens Borough (N.Y.) Public Library recently celebrated the acquisition of 20,000 Chinese-language items at 22 branches (above). Responding to the burgeoning Chinese population in the borough, the Ni Hao ("greetings") project is the largest of its kind, claims the library.
- ☐ Initiated by Joanne Riley, children's librarian, the "Ride and Read" trolley (above) at Aberdeen (Wash.) Timberland Library offers children in Grays Harbor County transportation to the "Timberland Trek" summer reading program.



- ☐ The East Rockaway (N.Y.) Junior High School Honor Society presented a \$250 check to the New York Public Library for its preservation program. The students raised the money by selling candy and cookies.
- Clemson University (S.C.) Libraries' Special Collections moved to the new Strom Thurmond Institute building in May. Senator Thurmond attended dedication ceremonies April 22 along with Vice President Dan Quayle (keynote speaker) and other dignitaries.
- ☐ Little Tokyo became the 63rd branch of the Los Angeles Public Library April 29. The branch occupies 2,460 sq. ft. of the Centenary United Methodist Church.
- New York Public Library recently reopened the St. George Library Center on Sta-

ten Island after a \$2.8 million restoration designed by David Paul Helpern Associates.

- ☐ Alameda County (Calif.) Library staff reported for their first day of work in new administrative offices April 3 only to be shaken by a 4.9 morning earthquake. The building passed the structural test without damage and opened to the public July 2.
- ☐ The Japan Information Center of Science and Technology, headquartered in Tokyo, has opened a Washington, D.C., office at 1550 M Street, N.W., to provide information about JICST Tokyo services—and data from its online information system. Contact Yoshiko Yoshimura, 202-872-6370.

Contracts & Agreements

☐ Brodart—With DeKalb County (Ga.) Public Library for some 275,000 books.

CLSI— With William Rainey Harper College, Palatine, III., and Lake County (Fla.) Library System for the LIBS 100 system, and with the Minuteman Library Network, Framingham, Mass., to double the capacity of its LIBS 100 system. Data Research-With Memphis Shelby County (Tenn.) Public Library for installation of ATLAS. Ingram-With Puliexport to distribute Spanish-language titles from some 200 Spanish publishers.

Martin Marietta Energy Systems—A resolution of cooperation with the University of Tennessee/Knoxville, to share library information resources. OCLC-With Boca Raton (Fla.) Public Library for the LS/2000 system.

Personal Bibliographic Software and the Institute for Scientific Information-A joint marketing and product development agreement.

Research Publications-With Fondren Library, Rice University, for expanded patent information services.

Suburban Audio Visual Service-With LIBRAS, Chicago-area college libraries membership group, for materials distribution to Illinois libraries.

Unisys—With the University of North Dakota library for the 2200/202 automation system and PALS software. Utlas International Canada-With McMaster University, Hamilton, Ontario, for retrospective conversion and authority control of some 600,000 records, using M/100 DisCon. □ VTLS—With the Lenin Library in Moscow, Soviet Union, for automation software.

H.W. Wilson—With NOTIS Systems for direct access to the Wilson databank for NOTIS users.

Funded

- ☐ The university's endowment for library acquisitions to strengthen collections and programs in the humanities; \$700,000 challenge grant to Boston College from the National Endowment for the Humanities.
- ☐ Reference works and audiovisual equipment; a \$110,000 gift to Saint Martin's College Library, Lacey, Wash.; part of a \$1 million pledge from alumnus Tom O'Grady, president and chief executive officer of UST Enterprises.
- ☐ The first year of a five-year Integrated Academic Information Management System (IAIMS) Phase III implementation project; \$641,500 from the National Library of Medicine to the Georgetown University Medical Center, Dahlgren Memorial Library; Naomi Broering, project director.
- Improvements to the central library; \$783,832 to Springfield (Mass.) City Library from the Massachusetts Board of Library Commissioners through the Massachusetts Public Library Construction Project (the "Bulger Bill"), which is funding 53 projects in the state.
- ☐ Literacy, data conversion networking, and other projects at nine public libraries in Rhode Island; \$77,760 in LSCA Title I funds from the Department of State Library Services in Providence.

Apply for

- □ **By Oct. 15:** Fulbright Teacher Exchange Program, one-on-one exchange at the elementary, secondary, and postsecondary levels with teachers overseas. Contact the United States Information Agency, 301 Fourth St., S.W., Washington, DC 20547, 202-485-2555.
- By Aug. 14: University Microfilms International "Fabulous '50s Newspaper Sweepstakes." One \$50,000-value and five \$10,000-value prizes of newspapers in microform from UMI's 700 titles. Deadline extended for AL readers. Enter by phone: 800-521-0600, Ruth Gretzinger.

 —L.K.



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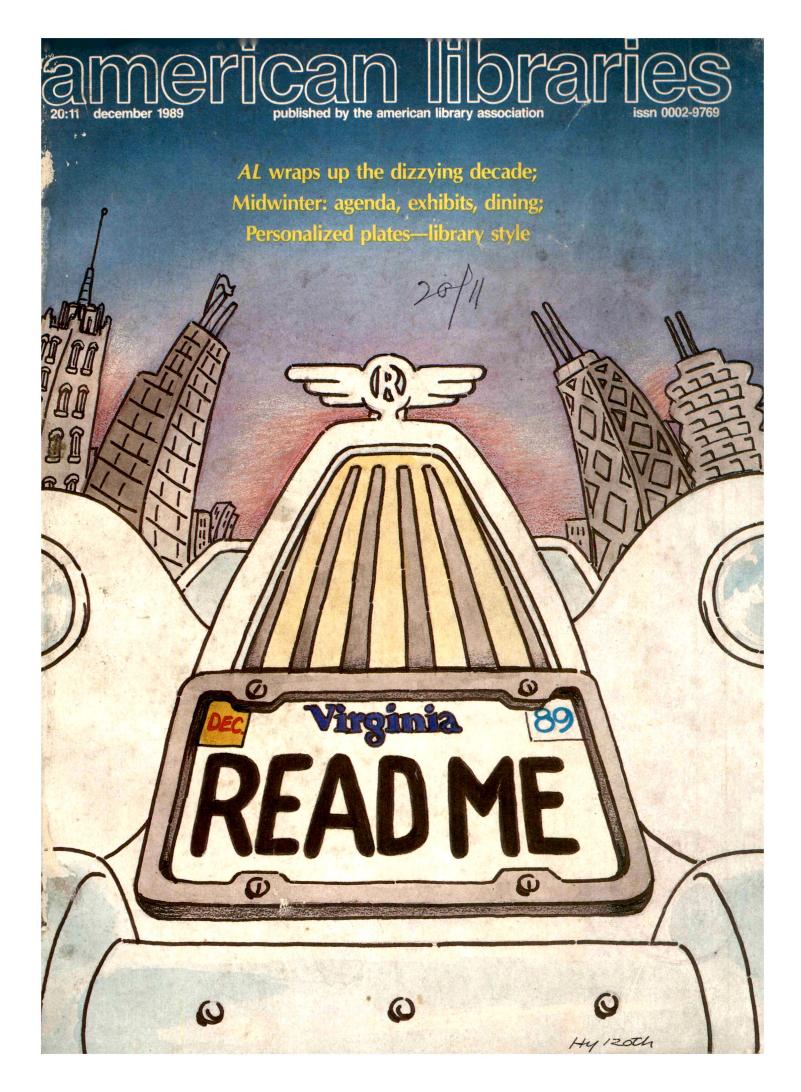
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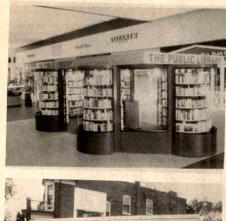
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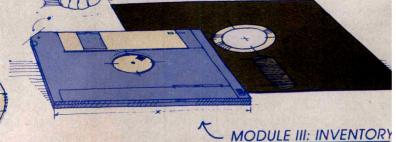
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Cover: Susie Newman, extension services librarian at Hampton (Va.) Public Library, sent the picture of her READ ME license plate. Artist Hy Roth added the rest to invite readers to enjoy AL's Midwinter in Chicago preview and librarians' personalized license plates, just two of this month's features.



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NEWS FRONTS

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Quake-struck libraries pick up the pieces (left: San Francisco State University) FBI investigates some 100 librarians who protested Library Awareness Program > "Devastating" \$1.4 million cut at NYPL ► MARC licensing on hold ► New building, no money for collections—Anchorage (Alaska) PL New dean, direction, & funds for Clark Atlanta ► Censorship in Ohio ► Library crime watch: mini-Bibles missing from Cleveland PL; woman jailed for overdues in Georgia: Kafka part of Alabama con's sentence ► A computer network to link government, industry, and education has broad support, in "Washington Wire."

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ed. notes

Staying the dagger

by Tom Gaughan

WHEN ALA'S MIDWINTER meeting convened in January 1981, host city Washington was buzzing with pre-Inaugural excitement. President-elect Reagan's landslide meant new directions, faces, opportunities, and a new style in a very styleconscious town.

Ronald Reagan had very long coattails in 1980, which meant the loss of library supporters like Senator Jacob Javits, and Representatives John Brademas, Elizabeth Holtzman, Frank Thompson, John Buchanan, and Lionel Van Dreelin.

At that Midwinter, leg-weary from meetings, exhibit-trekking, and catching up with friends, I found a seat at the crowded bar in the Sheraton Washington. I wanted one quiet drink before going to bed.

To my right, two Yuppie-ish Reaganauts were talking serious policywhere they bought their jelly beans.

To my left, alone and drunk as a lord, was a man who spotted my ALA badge and introduced himself as the campaign manager for a defeated liberal senator.

"Libraries are really going to get it in the neck," he said, "not just budget cuts-budget slashes. Big Brother, the end of the First Amendment....Libraries have no money and no political clout. Come January 20, libraries don't have much future."

He was passionate, persuasive, and profoundly depressing.

I don't know if he really was a senator's campaign manager. You can't always credit barroom proclamations. But it was hard to dismiss his predictions, especially since his assessment of the administration proved correct, in intent if not in effect.

The '80s were a struggle. President Reagan tried for two terms to zero libraries out of the federal budget.

Censorship and book banning efforts intensified. Jim Schmidt, former chair of the Intellectual Freedom

Committee, told AL, "There have been more threats to intellectual freedom in the '80s than at any time since the early '50s."

Limiting access to government information was an administration priority. The current version of the Paperwork Reduction Act, currently up for reauthorization, was on the ALA Executive Board agenda last month. ALA President Pat Berger wasn't sanguine about altering one key passage in the bill which gives the Office of Management and Budget draconian power to control access to government information.

Administration strategems to privatize federal information sources, and even whole federal libraries, dotted the decade. Schemes such as LC's now-postponed plan to license MARC records, a fundamental reversal of a direction instituted in 1901, have been painfully predictable '80s phenomena.

And of course there was the FBI's Library Awareness Program, a truly big brotherly operation. Newly released documents indicate that librarians who fought the Bureau's program now have personal files (see "News Fronts," this issue).

But libraries and librarians not only survived the Reagan era, they triumphed. As University of Pittsburgh library educator E.J. Josey put it, "The library community galvanized itself and fought back. We found new allies on both sides of the aisle. We formed coalitions with other groups. We grew up politically. We stayed the dagger."

As the '90s begin we still face difficult problems-including a new administration whose only bright light for libraries is named Barbara.

But even so, it's worth a moment's self-congratulation. "We grew up politically. We stayed the dagger."

We may have to do it again, in a "kinder, gentler" decade.

american libraries

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news fronts

Libraries dig out from Bay Area earthquake

by Gordon Flagg

Nearly a month after the earthquake that struck the San Francisco Bay Area Oct. 17, some 95% of the region's libraries are reported to be open for limited or full service, although a number remain unable to access their full collections.

The earthquake, which registered 7.1 on the Richter scale, killed over 60 people and caused more than \$10 billion in damage. No injury to library staff members or patrons was reported, and most library buildings survived the tremor with little or no structural damage. However, millions of books spilling off shelves—as well as cracked plaster, broken windows, and toppled cabinets—made the disaster's effect on libraries initially seem more devastating than it turned out to be.

Although most library buildings came through the quake well, the event revealed the vulnerability of libraries' metal bookstacks. Numerous libraries reported their stacks fell over, collapsed, or twisted completely out of shape. At some libraries, the inability to obtain new shelving or reinforcement bracing has delayed restoration of service.

Public and academic libraries in the region reported widely varying situations in the quake's aftermath, from large-scale disruption at San Francisco Public and Stanford University, to relative normalcy at Berkeley Public and UC/Berkeley. A mid-November rundown on the major libraries in the region follows:

San Francisco Public Library. The seven layers of closed stacks in the north wing of the main library were pulled loose from their supports; some one-third of the 900,000 volumes housed in the section were thought to be on the floor. Damage to the walls was not structural, but much plaster was broken and glass and marble floors were split and shattered. The city is now taking proposals from contractors to repair the damage, which will require removing all the books to an offsite location.

Some sections of the library, such as art and music, had little or no damage and could open by the end of November; but many other materials will be inaccessible for an indefinite period. The question, said Director Ken Dowlin, is, "Do we open

quickly with half our library, or do we keep the library closed longer and reorganize?" A longer delay would allow for a complete inventory that would pave the way for an eventual online catalog for SFPL; Dowlin estimates the entire job would take about three months. Since each book must be assessed for damage, Dowlin said the consensus of the staff is to take advantage of the situation and do the inventory. The city's library commission will decide which approach to take later in November.

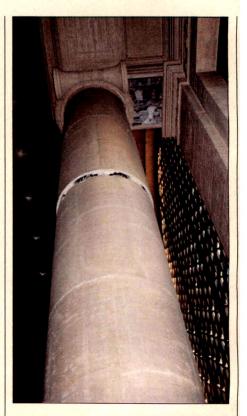
Twenty of the system's 24 branches reopened on Oct. 20. By mid-November, only two branches remained closed. Dowlin said those branches had been scheduled for a seismic inspection before the quake, and the decision would be made soon whether to keep them closed until a renovation can be done.

Stanford University. Contrary to initial reports, the west wing of Green Library—the university's main library—was severely damaged in the quake. The damage would have been far greater, however, if the university had not spent \$5.5 million last year to seismically brace Green West's seven-level tiered book stack. "If that had not been done, it's probable that people would have been killed in it," Director David Weber told AL.

The rest of the wing, built in 1919, is in "very bad shape, fractured significantly from the first through fifth floors," according to Weber. Some 160 staff members have been forced to move their work to corridors, public areas, and other libraries around campus. Weber said the library hoped to erect temporary, modular buildings early next year to house the business, financial, and preservation offices, adding that staff wouldn't be able to occupy the second through fifth floors of Green West for "at least a few years."

The majority of Stanford's libraries reopened Oct. 19, with Green East reopening the following day. By mid-November, only the government documents library located in Green West—remained closed; it was expected to reopen Dec. 4.

Despite the damage—and the 600–700,000 volumes that had to be reshelved campuswide—Weber concluded "We were fortunate. No one was hurt on campus, and essentially, none of the collections were damaged."





in and ing

At San Francisco Public Library, columns in the second floor rotunda were cracked, and shelves throughout the building (including the history and social sciences department, shown here) were toppled.

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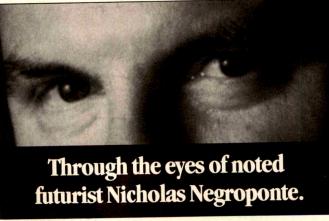
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Finding out is what we're all about.

The Santa Cruz City-County Library, 15 miles south of the epicenter, opened for service Oct. 23, although the central library later closed for four days to test for asbestos. Local volunteers helped reshelve the 290,000 books—two-thirds of the total collection—that wound up on the floor following the quake. Although the central library's first-floor stacks had no seismic bracing, they held up well; the second-floor shelving, which was braced, didn't fare as well, and the floor will probably remain closed for several months.

The morning after the quake, the police asked the library to maintain a telephone hotline (initially staffed 24 hours a day) to help callers from outside the area obtain information on family members and friends; library staff would take down phone numbers and track down people. The hotline also provided referral numbers for agencies.

The library has also been offering story hours for children focusing on separation anxieties. "It's not really as important for children to know what happens in an earthquake as knowing that Mom and Dad are going to be there," explained Director Anne Turner. Turner also reported that library staff volunteered to help the city's three major bookstores remove their inventory so the buildings could be demolished; "We're very good at packing books," she explained.

University of California/Santa Cruz. The stacks in the old part of the library, dating back to the 1960s, "failed spectacularly," said Director Allan Dyson. "They collapsed until the books were supporting the shelves instead of vice-versa."

Even so, by working as late as midnight some days, the staff managed to reopen the main floor and some other services Oct. 23. The entire building was reopened by Oct. 30. "What we thought was going to take three months took 11¹/₂ days," marveled Dyson.

Oakland Public Library. "We're in pretty good shape," Director Leila White told AL. The library was only closed for two days following the quake (however, the Eastmont Branch—a kiosk located in a shopping mall where the floor was buckled—remained closed in mid-November).

Oakland's City Hall, however, suffered serious damage, and many city employees set up temporary work quarters in the library. Additionally, calls to the "City Line"—an information and referral service staffed by the library but located in City Hall—were transferred to the library.

For the week that San Francisco PL was closed following the quake, many SFPL librarians who live in the East Bay worked at

American Libraries Washington Wire

A National Research and Education Network (NREN) linking the nation's research and instructional community might be an idea whose time has come. In recent months the network has been included in bills introduced in both houses of Congress, and the concept was also mentioned in a report from the Bush administration.

The National High-Performance Computer Technology Act (S. 1067), introduced earlier this year by Sen. Albert Gore (D-Tenn.), proposes a NREN connecting government, industry, and higher education, as well as development of a digital library of databases and knowledge banks accessible through the network. An identical bill, H.R. 3131, was recently introduced in the House by Rep. Doug Walgren (D-Pa.).

A report issued in September by D. Allan Bromley, director of the Office of Science and Technology Policy and President Bush's new science advisor, proposes a similar plan. The report, titled *The Federal High Performance Computing Network*, says the U.S. "must develop a National Research and Education Network to support communication between persons and organizations involved in open research and scholarly pursuits in the United States."

The expansion of the concept from supporting "research" to the broader "research and education" can be credited at least in part to the involvement of the library community—particularly the Library of Congress Network Advisory Committee—with EDUCOM, an organization of higher education computing experts that supports development of the NREN.

Hearings on the bills were recently held by the science subcommittees chaired by Sen. Gore and Rep. Walgren. Librarian of Congress James Billington told the Senate panel that high-capacity data networks could allow LC to become "a library without walls," providing scholars nationwide with access to its holdings. Dr. Bromley testified on behalf of the Bush administration, which wants to develop the network through administrative action rather than legislation; funding would come from the budgets of the federal agencies involved.

"While the outcome of the legislation is uncertain and the administration's commitment does not seem to include funding, high-capacity computing power and the broadband telecommunications highway to carry it are clearly seen by all parties as infrastructure issues just as crucial and just as deserving of federal stimulus as highways and railroads have been in the past," reports ALA's Washington Office.

Postal subsidy renewed. Congress has passed legislation that continues the present postal rate subsidy for libraries and other nonprofit institutions. The FY 1990 Treasury–Postal Service appropriations bill funds postal revenue forgone at \$459.8 million, the full amount needed to maintain the rate at current levels. The subsidy, however, is subject—as are most other programs—to the sequestration order by President Bush described below.

House-Senate conferees expressed concern over "the abuse of the subsidized nonprofit rates to advertise articles, products, financial, insurance, travel, and other services which have no direct relation to the mission of the nonprofit organization and which clearly advertise for commercial purposes." They asked the Postal Service to prepare a report by Feb. 1 detailing the amount of appropriated funds used to support such advertising and to make recommendations to end the abuse.

G-R-H cuts sock library programs. At midnight Oct. 16 a sequestration order took effect under the Gramm-Rudman-Hollings deficit reduction law, mandating an across-the-board 5.3% cut on virtually all programs. Since Social Security and some other entitlement and high-priority programs are exempt, education programs are especially hard-hit by the sequestration.

The Office of Management and Budget calculates that the sequestration would result in a \$7.5 million cut in LSCA and HEA II library programs, taken from whatever final appropriations figure is signed into law (since FY 1990 funding levels are not yet final, the figure is based on adjusted FY 1989 levels).

The sequestration could be rescinded if reconciliation bills include enough deficit-reduction provisions, but by mid-November the bills were still under consideration by Congress. The Washington Office recommends that librarians whose budgets would be especially hard hit by the reductions should contact their congressional delegations to fight the cuts.

—Gordon Flagg

(Washington Wire draws on ALA Washington Office news and other sources, but is written by the AL editors, who are solely responsible for its contents.)





Susan Perry, head of Stanford's Meyer Memorial Library, surveys damage (left); Stanford's Graduate Business School Library (right) may remain closed for weeks or months.

Oakland PL, taking calls from San Francisco patrons, reported White.

A San Francisco television station mistakenly gave the library's literacy program number as the city's emergency number the day after the quake, and the misdirected calls "completely inundated us," said White.

Berkeley Public Library. "We sustained very little damage," reported Director Regina Minudri. Although the top two floors of the five-story main library had nearly half their books on the floor, all stacks were open to the public by 11 a.m. the day after the quake.

Early national news stories mistakenly reported that the library was on fire; the fire was actually in a garage two blocks away, and Minudri speculates that an aerial spotter was confused by the great amount of smoke.

San Francisco State University. An inspection of the seven-floor library following the quake found that asbestos had escaped from a sixth-floor machinery room; the building's top two floors have been sealed off. Special collections are located on the sixth floor, and staff have been unable to even enter to assess the damage. Acting Assistant Director for Reader Services LaVonne Jacobsen told AL that the librarians were "heartsick-The longer a rare book lies on the floor, the worse it is." The administrative offices are also housed on the sixth floor; the director and her staff had been in four temporary locations by mid-November.

Jacobsen said that all of the shelving was "stressed in one way or another, from wobbly to almost on the floor." An "eyeball estimate" indicated that 40% of the 700,000-volume collection was on the floor after the quake.

The ground-floor reserve room reopened Nov. 1, and other departments on that floor reopened Nov. 6. Jacobsen said

the library hoped to open the second floor later that month. The library has hired two extra security guards to prevent students from getting to the closed floors.

Los Gatos Public Library, at the quake's epicenter, had a piano fall over backwards and go through a plate glass window, landing on its back in a patio. The piano was housed in the children's section, which reopened Oct. 23; the piano is back in service as well, although "one key sticks," according to Director Peggy Murray.

Murray hopes to reopen the upstairs section of the library's adult side in late November; the downstairs, housing 90% of the collection, won't reopen until at least early December. Although the building is fine structurally, almost all the shelving was damaged.

University of California/Berkeley. Classes were in session the day after the quake. Although the Main, Bancroft, and Moffitt libraries were closed that day for inspection, there was no significant damage. University Librarian Joseph Rosenthal reported that 22 stack ranges fell over, spilling some 50,000 books, in a remote storage facility that held 200,000 volumes.

Disaster relief fund

ALA President Patricia Berger has appointed a Disaster Relief Committee to administer contributions to libraries damaged in the Bay Area eathquake and Hurricane Hugo.

ALA plans to donate a minimum of \$5,000 to the fund. Those wishing to add their contributions should send them to Linda Crismond, Executive Director, ALA, 50 E. Huron St., Chicago, IL 60611, payable to "American Library Association/ Disaster Relief Fund." Donations are tax-deductible.

Although UC/Berkeley emerged from the quake relatively unscathed, Rosenthal said the library "will be taking a look at all shelving, which we haven't done for several years." Rosenthal also said that "a major building project—an underground extension to the main library—is being undertaken for seismic reasons." In addition to moving the main building's stacks into the extension, the \$4.5 million project will involve reinforcement of the Moffitt undergraduate library. Construction is due to start in late 1991, and the library hopes for completion by 1995.

San Jose Public Library. The main library and two branches remained closed for two weeks after the quake. There was no structural damage to the main building, Assistant City Librarian Virginia Carpio told AL, but the shelving was buckled and pulled away from the walls. As carpenters worked to restore and brace the twisted shelving, library staff worked right behind them unpacking boxes and reshelving books.

San Jose State University. The thirdthrough-fifth-floor shelving "twisted following the curve of the earthquake," ending up looking "like a free-form sculpture," according to Director Ruth Hafter. Even so, the library reopened exactly two weeks after the quake, on Halloween. "We exorcised the stacks and opened up," said Hafter.

Hafter said that desperate students offered her bribes to be allowed into the building while it was closed. "It warms my heart to know the library is this valuable."

"Libraries were among the hardest-hit structures in the Bay Area," Hafter told AL. New seismic standards for libraries went into effect a few years ago, but older libraries that didn't meet the standards were "grandfathered in"; Hafter feels the quake proves that all libraries should be brought up to the standard.

(News continued on p. 1029.)

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- ► We haven't picked a winner. Our cover plate. READ ME, provided by Susie Newman of the Hampton (Va.) Public Library, is our invitation to enjoy this month's AL!











FBI documents reveal investigation of 100 librarians

According to documents obtained by the National Security Archive, the FBI conducted background searches on 266 people connected with the bureau's Library Awareness Program "in an attempt to determine whether a Soviet active measures campaign had been initiated to discredit" the program. Although the identities of the individuals were withheld, an analysis by the Archive determined that over 100 of them were librarians or people connected with library organizations.

Since the FBI admitted that it reviewed only those people who came in contact with the agency after the program was disclosed in October 1987, Archive Deputy Director Tom Blanton said it is believed that many of the librarians who came under investigation were those who had criticized the program.

The investigations were revealed in over 1,200 pages of internal FBI documents released to the Archive through a Freedom of Information Act lawsuit filed by the nonprofit research group (AL, June, p. 481). Among the materials released was a memo sent by FBI Director William S. Sessions to all agents in November 1988, two months after a meeting between ALA members and the FBI (AL, Oct. 1988, p. 743-744). The memo laid out ground rules for the Library Awareness Program, stating that only experienced agents should contact chief librarians and that agents "should not ask librarians to report suspicious or anomolous activity or to report on persons with foreign sounding names or accents."

Although the FBI had told ALA in the meeting that no contacts with librarians had taken place since December 1987, Office for Intellectual Freedom Director Judith Krug told AL that the documents indicate that visits continued through 1988 and 1989.

Challenging the IFC

Following an unsuccessful contact with a Brooklyn Public Library employee, a September 1987 memo complained that "the attitude exhibited" by the librarian had "increasingly been encountered as a direct result" of the involvement of ALA's Intellectual Freedom Committee and that "it should not remain unchallenged." The FBI issued a statement denying that it had conducted extensive investigations of individuals who had been interviewed in the program, although a spokesman admitted that the bureau had conducted "minimal" checks.

"The FBI never understood why people were so upset with the Library Awareness Program," said Rep. Don Edwards (D-Calif.), who added that it was "dismaying" that the agency "never understood that librarians and other Americans think that libraries are sacred." Edwards chairs the House Subcommittee on Civil and Constitutional Rights, which held hearings on the program last year (AL, July/Aug. 1988, p. 562-563).

"Talk about being led down the garden path," Krug told AL. "We believed what we were told, but these documents show that librarians have continued to be contacted after 1987, that people who opposed the program have been investigated, and we are not as secure as we thought." Krug said the Archive and ALA plan to continue the litigation in hopes of obtaining information that was excised or witheld from the release. -G.F.

New York PL freezes hiring. braces for \$1.4 million cut

New York City's revised fiscal plan for 1990 will result in losses to its public library system of more than \$1.4 million. Announced by Mayor Edward Koch in October, the cut follows \$2.57 million in reductions over the past two years.

On Nov. 1, the library implemented a 50% hiring freeze on city-funded maintenance and branch positions, hoping to avoid layoffs through lose-two/fill-one attrition. If the revised budget—before city council as AL goes to press—remains in place, NYPL will also phase in reductions in service hours at three of its four research libraries, and 27 of its 82 branches will be open fewer than five days a week.

Mimi Koren, NYPL associate manager of public relations, told AL community groups are writing letters to protest the projected cuts, and a petition drive has been mounted in the Bronx; but, fresh from a Budget Action Committee meeting, Koren expressed little hope that Koch would change his mind. NYPL President Timothy Healy was not available for comment, but in a press release called the cuts "a devastating blow."

Charles Whittingham gets VP post

In a related item, Healy announced the appointment of Charles A. Whittingham to the post of senior vice-president for external relations at NYPL. The former Life magazine publisher assumed the top management post Nov. 13, unaffected by the hiring freeze. In the newly redefined position, he will be responsible for NYPL efforts involving development, public relations, public affairs, special events, and the Friends of the Library.

LC bows to "strong concern," postpones MARC license plan

Following a torrent of protest from librarians and library organizations, the Library of Congress announced postponement of its plan to license the MARC database. In

ALA ALERT AL

QUICK GUIDE FOR MEMBERS

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- ► Benton Foundation puts \$50,000 behind a freedom-of-information project: p.
- ► Choice adds "acid-free paper" indicator to reviews: p. 1125.
- ► Billy Dee Williams, Marlee Matlin, other celebrities tout their favorite books on TV: p. 1125.
- ► "1990 International Literacy Year" poster by Graeme Base available from ALA Graphics: p. 1125.
- ► Executive Board meets in Chicago, disagrees with government on key issues: p. 1126.
- ► Brand new, all-color ALA Graphics catalog available: p. 1128.
- ► The International Board on Books for Young People will hold its 1990 congress in Williamsburg, Va.: p. 1128.
- ► ALCTS' Newsletter on Serials Pricing Issues is now available on ALANET: p.
- ► Survey shows PBS/library tie-ins are working across the country: p. 1130-31.
- ► Eight "Library/Book" fellows take on library projects around the world: p. 1132.
- ► Donald Adcock is new AASL program support coordinator: p. 1134.
- ► Margaret Monsour will direct Bell Atlantic/ALA Family Literacy Project: p. 1134.
- ► Hazel Rochman of Booklist wins achievement award: p. 1134.
- Student demographics survey published: p. 1134.
- ► California Raisins visit ALA Headquarters: p. 1136.

an Oct. 13 letter to MARC Distribution Services subscribers, Henriette D. Avram, associate librarian for collections services, said Librarian of Congress James H. Billington made the decision "to reevaluate the options available for assuring the continuing viability of these valuable distribution services."

Avram's letter cited "strong concern expressed by U.S. librarians" as the reason for the decision. That strong concern included protests to Congress' Joint Committee on the Library (Oct., p. 951), demands for Congressional hearings, and resolutions of protest by ALA, the OCLC Users Council, and the Association of Research Libraries (ARL).

Billington, questioned about the plan at ARL's October annual meeting, failed to satisfy some attendees. Brown University Librarian Merrily E. Taylor told *AL* that ARL librarians feel a strong sense of "partnership with LC," and attendees "were hoping for more acknowledgement of that partnership."

The Oct. 19 ARL resolution welcomed LC's decision to delay implementation, while noting that the licensing plan "undermines the implicit agreement among research libraries and threatens the delicate balance of mutual interdependency."

The resolution voiced strong opposition to "any action by LC that has the effect of creating impediments to or placing inappropriate restrictions on government-produced databases or other information produced at taxpayer expense," and added that licensing MARC "is not in the best interests of international scholarship."—T.G.

The Trial is part of the sentence

Alabama Circuit Court Judge John E. Rochester threw the book—10 of them actually—at two brothers who pleaded guilty to possession of cocaine. Henry McQueen was sentenced to read *The Grapes of Wrath, Lie Down in Darkness, Animal Farm, The Bonfire of the Vanities,* and *The Reivers.*

McQueen must report on each book and keep a diary on what he has learned and what he is doing with his life.

Brother Isaac must read and report on Lord of the Flies, Crime and Punishment, The Trial, Confessions of Nat Turner, and East of Eden. He too must keep a diary.

The judge couldn't be reached to comment on his unusual sentence or his book selection process. A court clerk, however, told AL the McQueen brothers' "faces made it look like they preferred jail." — T.G.



12,000 HARDCOVERS ON THE MOVE. Students successfully relocated most of the Drager Middle School library's book collection recently in one full day of hand-over-hand during gym classes. A new group of ninety students participated every hour in the Adrian, Mich., library relocation. This was school librarian Mary Fechner's solution to a back-wrenching problem, moving the old library from beneath the noisy gymnasium to the third floor, where it would be closer to academic classrooms. "We had kids coming in for specific books they had seen—especially in the 300s, like a neat book called *Sleighs* by Carlo Italiano, and a lot of personal-problem books on subjects such as drugs and alcoholism," Fechner said.

Budget, personnel woes chill Anchorage library climate

Anchorage Municipal Library is low both on books and librarians these days. Loussac Library, the three-year-old main building, is some 270,000 volumes shy of its 500,000-volume capacity, and the library system is nearly 25% short of the 34 professionals budgeted to run it.

Local librarians read that painful reminder in an Oct. 10 *Anchorage Daily News* article, which weighed the "book-hungry" system's 1989 materials budget of \$669,000 against a \$19,000-per-month utility bill for Loussac alone. The building cost \$41 million, partly funded by once-gushing oil money, according to former municipal librarian Keith Revelle.

Revelle's much-publicized woes may well have contributed to the library's ongoing recruitment crisis (*AL*, June, p. 491). Although he won a prolonged court battle to be reinstated, he was uncertain in mid-November what his employment status would be after Nov. 28, when his courtmandated 120-day return was to expire.

While Anne Oliphant continued as acting operations manager, Revelle pursued special projects. Faye Alexiev, the controversial mayoral campaign aide who pre-

ceded Oliphant, is now assistant director of parks and recreation.

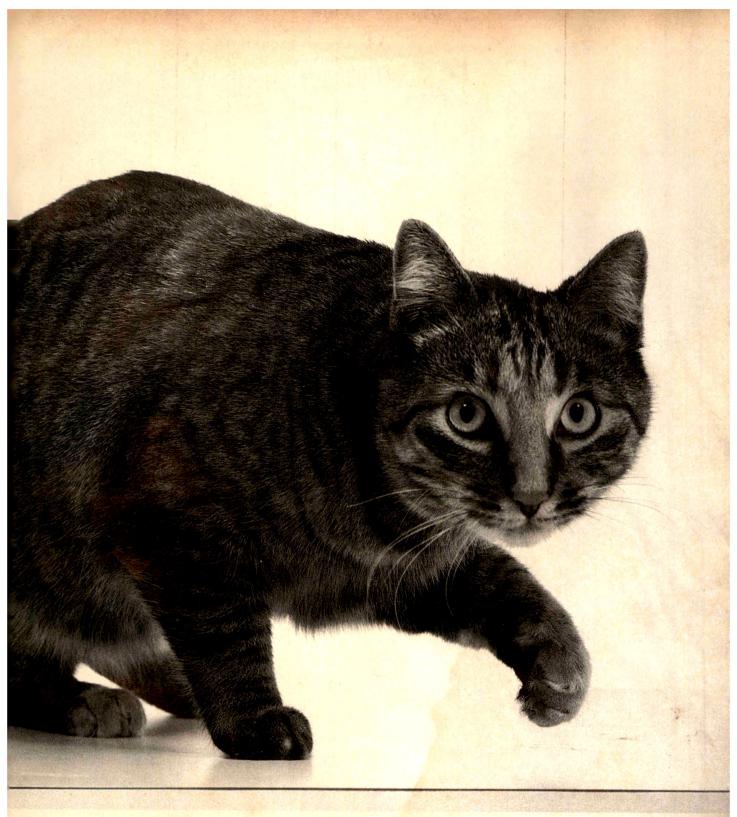
Morale deficit

Barbara MacLean, collection development coordinator, told *AL* that she has unsuccessfully asked municipal budgetmakers for "realistic" service-level funds for several years. Her 1990 request is for \$1.3 million to supplement \$711,000 anticipated from city coffers.

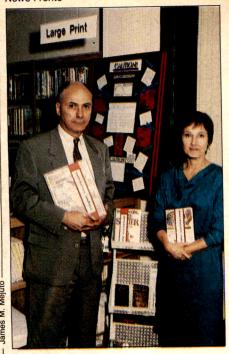
In headier days, area planners had set a 1995 goal of 3.5 volumes per capita. To bring the growth rate of Anchorage's 1.7-per-capita collection back on track, MacLean says she would need at least \$9 million more next year.

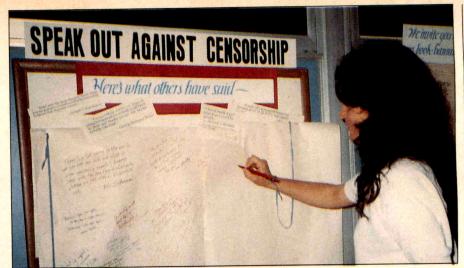
That boost is unlikely to come soon. One of MacLean's projects is sorting through 55,000 volumes removed from the system's four closed branches. What MacLean doesn't keep will go to other Alaska libraries.

A larger administrative reshuffling will soon follow, says Revelle. He told AL that city officials are organizing a "superdepartment" to oversee the library system, parks and recreation, the museum, and arts activities. —BG.



The more finicky you are...





CELEBS, PATRONS SUPPORT BANNED BOOKS. Sept. 23-30 libraries marked Banned Books Week with celebrity readings, community discussions, and thought-provoking displays. At the Ossinging (N.Y.) Public Library actor Alan Arkin and his wife Barbara Dana (left) participated in an evening of celebrity readings. Arkin read from *Catch 22* to a crowd of 250. At Merrick (N.Y.) Public Library patrons were invited to speak out against censorship by writing their own comments on sheets of newsprint beneath some famous quotes about censorship (above).

New dean, direction, and gifts for Clark Atlanta

Charles D. Churchwell will return to his undergraduate alma mater, Clark Atlanta University, January 1 as dean of the School of Library and Information Studies. He is currently professor of library science at Wayne State University.

Churchwell told AL Clark Atlanta's library science program will "tilt decidedly toward science and technology." At his request, he will also serve as assistant dean for undergraduate studies in order to influence curriculum and present librarianship to undergraduates as a career path.

Churchwell served as dean of library services at Washington University from 1978–87 and university librarian at Brown University from 1974–78, and also held posts at the University of Illinois, New York Public Library, and Prairie View A & M College.

He resigned his Washington University post to protest implementation of a consulting firm's recommendation to slash professional staff in the library (*AL*, Mar. 1987, p. 164). Later, the university administration reversed the decision.

Among his professional activities, Churchwell has chaired the Board of Directors of the Center for Research Libraries and ALA's Committee on Accreditation.

Endowments from Emory

Churchwell will lead Georgia's only accredited library science program and one which recently benefited by the transfer of several hundred thousand dollars in endowment funds from Emory University's library science program, which closed in 1988.

Where possible, Emory contacted donors or their estates for advice on the disposition of the gifts. A number of donors directed their gifts to Clark Atlanta. Some funds will be used by Emory's libraries to support minority internships for Clark Atlanta library science students.

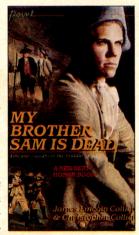
—T.G.

Ohio board bows to parents, pulls Newbery Honor winner

Because parents found such words as "bastard," "goddamn," and "hell" objectionable, the New Richmond, Ohio, Board of Education removed a Newbery Honor Book from the curriculum of fifth-grade classes.

During conferences with Assistant Su-

perintendant Larry Graves preceding the Oct. 16 board decision, parents had complained about My Brother Sam Is Dead by James Lincoln Collier and Christopher Collier. The 1974 novel is a realistic treatment of the ag-



ony of war, in this case the Revolutionary

War. The board voted to replace it with what had previously been used to cover the same period, a 1944 Newbery Medal Book, *Johnny Tremain* by Esther Forbes.

Alverdia Lyons, department chair for media library services in the district, told *AL* that the Colliers "tried to capture the true emotions of people trapped in war, and I think they did a very good job of it It's perfectly okay for required reading." She reported that libraries throughout the district hold copies of the Colliers' book. Lyons also said she thought *Johnny Tremain* long, dry, and boring and difficult for fifth graders to get through.

The rural town's YMCA had set a panel discussion about the board decision for Nov. 15 at the New Richmond Elementary School; it was to include a lawyer, teacher, minister, parent, journalist, a Curriculum Council representative, and Lyons.

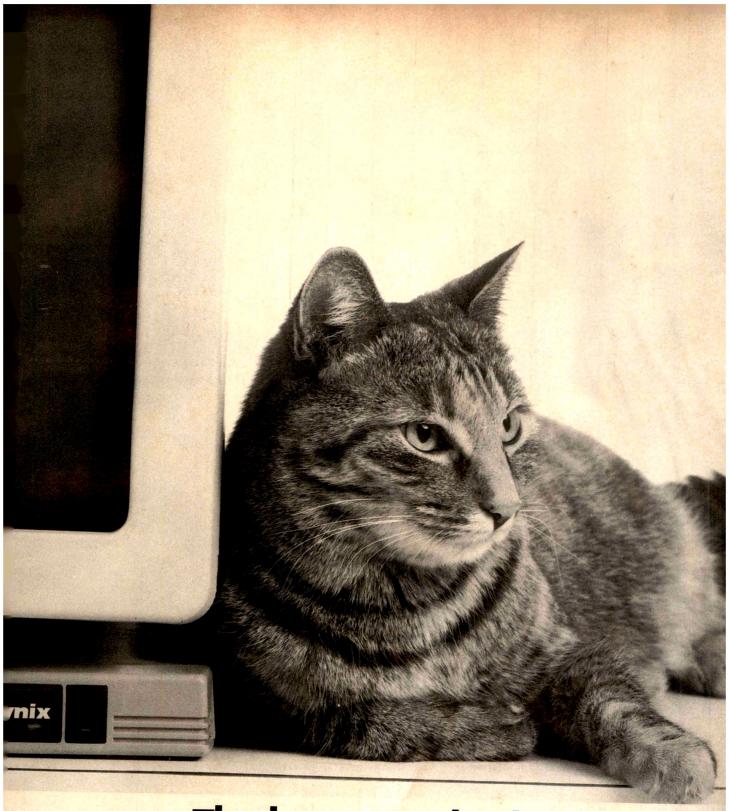
-E.McC.

41 miniature books disappear from Cleveland PL

Police are still investigating the disappearance at Cleveland Public Library of 41 tiny Bibles valued at \$128,000. The Bibles had allegedly been placed in a locked storage room near the rare book collection in September.

Miniature-book collector Ruth Adomeit told *AL* that the English and American "thumb Bibles" were missing from a carton when she was getting ready to put them into a 3,500-volume display that opened Sept. 17.

Adomeit selected and installed the dis-



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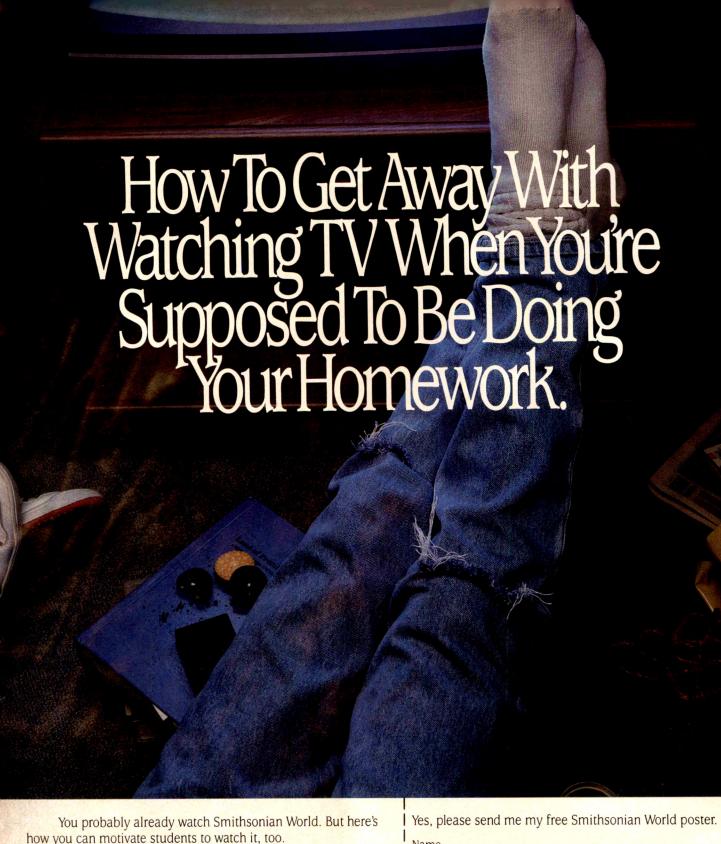
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News Fronts

play from her private 8,000-book collection. Entitled "The Largest Exhibit of the World's Smallest Books," the show ran through November.

"Lacking a checklist from the collector," said Fran Clark, CPL public information director, "we didn't know precisely what to look for." On Oct. 19 the library's chief of security filed a police report to communicate the loss. This delay in obtaining an inventory of the titles from Adomeit apparently slowed the police investigation.

Police sergeant Al Martin told AL, the Cleveland police searches of Adomeit's home and the library failed to uncover the missing Bibles.

At this writing, the books-many from the 17th and 18th century—have yet to turn up. "Some of them are irreplaceable and date back to 1603," Adomeit reported. Adomeit's Three Centuries of Thumb Bibles, published by Garland in 1980, describes and illustrates some of the lost titles. Antiquarian book and other trade journals have issued a plea for the collection's recovery. -E. McC.

Woman jailed in Georgia for overdue books

Because of overdue book fines amounting to \$149.65, Karen Lindsay, of Gwinnett County, Ga., spent Friday night, Oct. 27, in the county jail. The delinquent borrower was arrested, held without bond, and released on her own recognizance the following day, pending an arraignment.

John Shelton, director of the Lake Lanier Regional Library in Duluth, told the press Lindsay was one of many delinquent borrowers with \$100-plus fines routinely turned over to the state court solicitor, who sets court dates. Lindsay said she never received a summons.

Newspapers have had a field day mocking the incident. Syndicated columnist Bob Greene quipped, "...the idea that 'reading is fun' may suffer when people hear that you can be thrown in jail for having an overdue library book." An Associated Press article described a sheriff's deputy arriving with the arrest warrant while

Lindsay slept: "The police were very nice

READ-ALOUD FESTIVAL A SMASH! More than 760 children and adults attended a Queens Borough (N.Y.) Public Library celebration that culminated a year-long outreach read-aloud program. Laura Gwinn, assistant director of public relations, said the Sept. 8 gathering on International Literacy Day was meant "to encourage reading and other creative activities that families can share." The outreach program taught reading techniques to civic and community groups throughout the borough, including Korean teenagers learning to perfect their English and grandparents wanting to improve their skills reading to youngsters.

UPDATE ON USBE. Members of USBE will hear automatically from the bankruptcy court about any pro rata refunds due them (AL, Nov. p. 951).

The court has sent notices to all known eligible members. Members never notified should send a proof of claim form, available from local bankruptcy courts, to: Martin Bloom, Clerk, U.S. Bankruptcy Court for D.C., U.S. Courthouse, Rm. 2400, Washington, DC 20006-2034.

to me and acted quite embarrassed over the whole ordeal," she said.

While overdues engendered the arrest, the actual charge against Lindsay is failure to appear in State Court, which carries a maximum sentence of one year plus a \$1,000 fine.

Shelton said he sympathized with Lindsay's plight, but that her night in jail has been greeted favorably by many local residents, who appreciate what the library is doing to keep costs down. -L.K.

THUS SAID AL

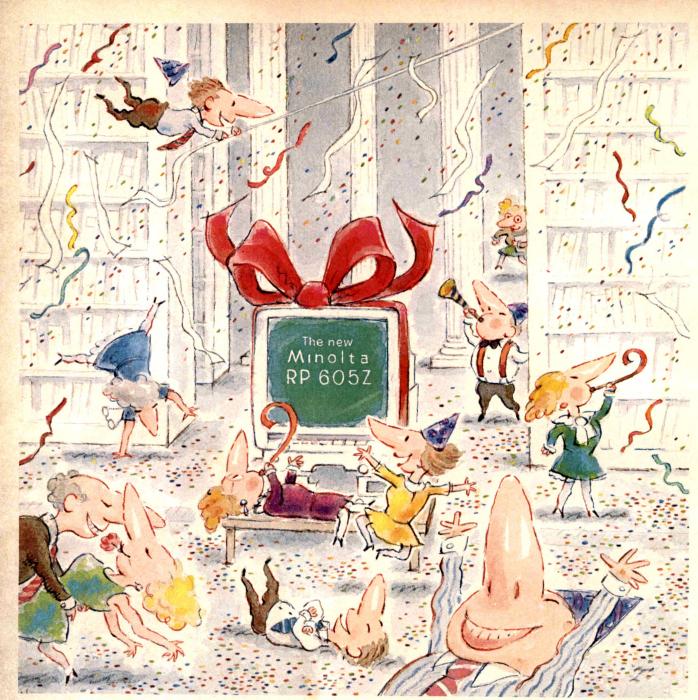
SAGAN'S SAGACITY

When our genes could not store all the information necessary for survival, we slowly invented brains. But then the time came, perhaps ten thousand years ago, when we needed to know more than could be conveniently contained in brains. So we learned to stockpile enormous quantities of information outside our bodies. We are the only species on the planet, so far as we know, to have invented a communal memory stored neither in our genes nor our brains. The warehouse of that memory is called a library. Carl Sagan, reprinted from Open System, newsletter of the Montgomery County (Md.) Department of Public Libraries.

I could never do an anti-library cartoon and feel good about it. Clay Bennett, editorial cartoonist for the St. Petersburg Times, explaining why he returned a \$100 speaking engagement honorarium to a library organization.

The phrase "Nobody loves a soldier until the enemy's at the gate," applies well to library security officers, according to Gary Thomas Kong, San Francisco Public Library director of security. Featured in Free, a publication of the Friends of SFPL, Kong also said, Whenever someone questions the necessity of a highly visible security force he or she is directed to our weapons display (confiscated from problem patrons).

This is no mousey group of students ... One student jumps out of airplanes (with a parachute), and another is training to be an aviator. Some of these people have started libraries, including one in Zaire. In Focus, newsletter of the Emporia (Kans.) State University School of Library and Information Management.



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printing, automatic exposure control, and a 250-sheet paper cassette, clearly make the RP605Z the most user friendly reader-printer you can bring to the party.

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news in brief

Manuscript records in RLIN. LC's National Union Catalog of Manuscript Collections (NUCMC) is now accessible through the Research Libraries Information Network (RLIN). LC staff have begun entering records directly into RLIN in concert with RLIN participants in the Archives, Manuscripts, and Special Collections Program to build the fast-growing file. Complete records will be used to prepare a printed NUCMC catalog and index.

NUCMC editor Harriet Ostroff said the cooperative arrangement "makes information about the country's manuscript collections available to more people, more quickly" and that RLIN allows more efficient record entry, searching, updating, and indexing.

The first printed catalog generated from RLIN records is expected to be available through LC's Cataloging Distribution Service early next year.

Union Carbide buys Wei T'o process. Exclusive rights to the Wei T'o paper preservation technology have been purchased by Union Carbide Chemicals and Plastics Company, Inc. The Wei T'o process, which neutralizes acids with the use of a non-toxic magnesium carbonate complex, will be marketed to libraries and museums with Union Carbide's parylene technology for strengthening embrittled paper.

The process, developed by librarian Richard Smith, has been used to preserve the Declaration of Independence, Emancipation Proclamation, and the U.S. Constitution. Union Carbide believes the Wei T'o process may extend the life of paper by several hundred years.

Union Carbide's Specialty Chemicals Division is assessing marketing and facility options worldwide. Smith expects to use part of his royalty income to fund graduate research on preservation.

Sharon Henry to head CLA. The Canadian Library Association has appointed Sharon Henry as its new executive director.

The holder of BLS and MLS degrees from the University of Toronto, Henry has over 20 years experience in libraries and management. Her most recent position was with the World Bank-International Monetary Fund library in Washington, D.C. Prior to that she was with the International Development Research Centre in Ottawa, the Data Clearing House for Social Science, and the Canadian National Library.

Henry will start at CLA headquarters Jan. 2, taking over the post from Jane Cooney, who has announced plans to open a business bookstore in downtown Toronto.

Stanford's Weber to retire. David C. Weber, director of Stanford University libraries since 1969, will retire upon completion of a search for his successor. Weber's distinguished career includes presiding over development of a 5-million-volume collection and playing a lead role in the design and construction of engineering, earth sciences, biology, art, and music libraries at Stanford.

Weber also involved himself in the development of the Research Libraries Information Network and established one of the first book preservation programs. In 1981–82 he served as president of ALA's Association of College and Research Libraries.

"There is little doubt," he said, "that I shall continue to study our issues, write, consult, and otherwise contribute to librarianship and the world of books and higher education."

U.C./Irvine committee sides with Tsang. An ad hoc faculty hearing committee at the University of California/Irvine has concluded that Asian/Pacific-American librar-

STATS ALID

LC's STAGGERING STATS

The Annual Report of the Librarian of Congress, covering fiscal 1988 is out, and it contains some staggering stats:

- ►LC welcomed some 2,688,434 users and visitors and conducted public tours for some 60,412 visitors, special tours in 25 different languages for 5,548 visiting officials, and coordinated 107 special events.
- ►LC staff prepared 974 bibliographies containing 150,968 entries.
- ►LC completed full-level cataloging of 173,265 titles:
- ► held 88,315,534 items, including
- ► 14,581,944 books in classified collections,
- ▶73,733,590 items in non-classified collections, including 12,255,365 visual materials (photos, motion pictures, posters, prints, drawings, etc.); 3,919,000 maps; 36,563,392 manuscripts; and 12,349,824 books in large type and raised characters, incanabula, music, bound newspapers and other printed material.
- ► The library also held 1,302,800 audio materials in disk, tape, and other recorded formats.
- ► Microforms held totalled 7,343,209, including 5,024,381 microfiche, 1,809,764 rolls of microfilm, and 509,064 micropaques.
- ► The Congressional Research Service completed 487,829 research assignments for the Congress.
- ► Some 489,882 inquiries were answered through the Copyright Office.
- ►LC circulated some 20,800,000 disk, cassette, and braille items to more than 705,400 blind and physically handicapped patrons;
 - ►employed a staff of 4,846, and
- ► held some 12.5 million records in computer databases.
- ► The Library of Congress operated with a 1988 appropriation of \$247,951,000. Other funding sources, including working fund advances, transfers, gift trust and services fees, are expected to generate \$78,229,000.

Calling librarians and suppliers: Let 130,000 readers see what you've got!

For our April issue, "Inviting Places: Library Renovation and Innovation in Technological Times," *American Libraries* extends an invitation to librarians, interior designers, architects, and manufacturers to share their very best with *AL*'s 130,000 readers.

A showcase for fixtures and furnishings of all kinds, this special issue of AL will highlight some of the best in library design —with a special eye for traditional space that has been adapted for contemporary use. We want to show what's new in functional but inviting library interiors especially

in library renovation and expansion.

Manufacturers of furnishings are asked to select a "featured" item to be considered for a product roundup. We would especially like to see products that can help make old buildings work despite today's high-tech demands—furnishings and fixtures that maintain the architectural integrity of the building they inhabit.

Send color prints or slides, along with promotional material, to Leonard Kniffel, Managing Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611 by Feb. 5. All sources will be credited.

News Fronts

ian Daniel Tsang was unfairly denied a merit pay raise last year.

Citing "procedural errors," the committee's final report to Chancellor Jack Peltason criticizes library supervision and recommends a raise for Tsang. Peltason has referred the report to a second panel for review.

The decision of the three-member committee was the first in what is expected to be a series stemming from charges of unfair hiring and promotion practices brought by minority and female employees at the campus library earlier this year (AL,

May, p. 392; Nov., p. 949).

OCLC, RLG announce data exchange. The Research Libraries Group, Inc., parent of the Research Libraries Information Network (RLIN), and OCLC have announced plans to exchange data to provide increased access to the Interuniversity Consortium for Political and Social Research (ICPSR). ICPSR is a partnership of some 300 academic libraries worldwide providing machinereadable social, economic, and political data to scholars.

OCLC will exchange its cataloging records of ICPSR codebooks for the RLIN cataloging records of ICPSR data files. The codebooks provide essential information about the data files and how to use them. Upon completion of the exchange the full set of complimentary records will be loaded into each system's union catalog.

OCLC CEO K. Wayne Smith lauded the exchange as an "important precedent"; RLG President James Michalko called it a "perfect example of the benefits of cooperation..."

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column free-lance for American Libraries, is editor of ALA's Booklist.

Celebrities—Part One

HAS ANYONE NOTICED THAT SOME-thing is up with celebrities? They've turned weird. We used to spend our junk-reading time on movie magazines that offered "inside looks" at the stars, say Grace Kelly or Cary Grant. What we were being fed, of course, were idealized versions of what we thought we should be like—how we should look, what we should wear, what sophisticated things we should do. Now, in the age of candor, it won't work; we have books telling us that Grace Kelly was a loose woman and Cary Grant slept with Randolph Scott.

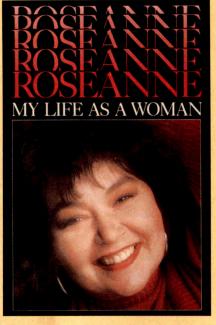
Since celebrities are no longer able to pose as idealized versions of ourselves, we choose the opposite—grotesques. To make headlines in the tabloids these days it helps to be odd, brash, and outrageous—anything but ordinary. Roseanne Barr and Pee Wee Herman have become the Grace Kelly and Cary Grant of the '80s. Does that make us wiser, more accepting of human differences, than our Grace-and-Cary-loving predecessors, or does it just make us weird?

Perhaps a decision on that weighty question should be postponed until all the evidence is in. Start with this list of celebrity bios devoted to weird women. There's a batch of weird men waiting in the green room, so stay tuned for part two.

Barr, Roseanne. Roseanne: My Life as a Woman. Harper, 1989, \$17.95 (0-06-015957).

Whatever one may think of Roseanne Barr, this much is almost certain to be true: She is the first celebrity ever to use the word boogers in her autobiography. ("Conservatives are the same kids in elementary school who ate their boogers.") Most readers will react to this book the same way they do to Roseanne: repulsed at first, then fascinated.

Garvey, Cynthia and Meisler, Andy. The Se-



Is Roseanne Barr emblematic of a dramatic shift in the way society picks its celebrities?

cret Life of Cyndy Garvey. Doubleday, 1989, \$18.95 (0-385-23936-1).

When people like Cyndy Garvey start turning up on talk shows, it's time to wonder if celebrities are a vanishing breed. Yes, Cyndy was married to former baseball star Steve Garvey, and yes, Steve was a jerk who played around, but—please—do we need to hear all the yucky details? It is important for the future of civilization as we know it that the Wronged Baseball Wife Memoir not become the confessional genre of the '90s.

MacLaine, Shirley. Going Within: A Guide for Inner Transformation. Bantam, 1989, \$18.95 (0-553-05367-1).

Shirley MacLaine has been cavorting on the Other Side for so long it's hard to remember when she was just an actress. But that's the point about celebrities today: You can't be just anything: you have to put some spin on whatever it is you do, and, God knows, Shirley has kept us spinning. Her latest tome is all about how to find our *chakras* (don't ask) and use them wisely. The best part has to do with a psychic surgeon who puts his—and Shirley's—hands inside patients' bodies.

Pierson, Ransdell. The Queen of Mean: The Unauthorized Biography of Leona Helmsley. Bantam, 1989, \$4.95 (0-553-28558-0).

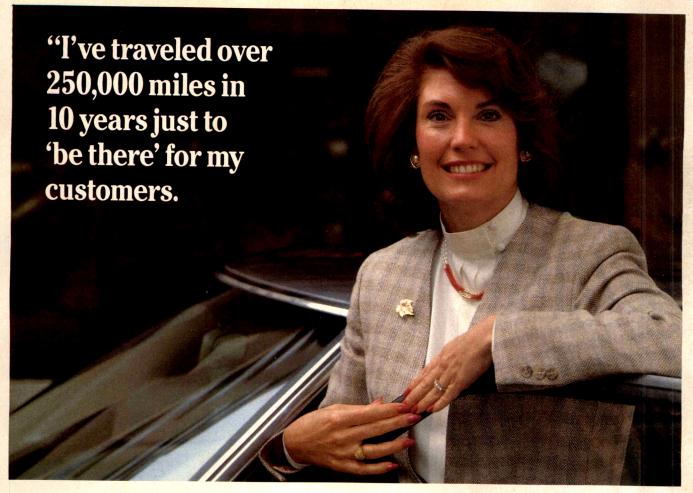
Yes, hotel magnate Leona Helmsley is mean—she's got ex-husbands, a dead son, abused employees, and scorned lovers to prove it—but what's really juicy is this thing she has about red lipstick. According to New York Post reporter Pierson, one of Helmsley's aides once counted 12 cases of bright red lipstick—that's more than 2,000 tubes—in Leona's closets. Imelda's shoes and Leona's lipsticks: icons of an era.

Reagan, Nancy and Novak, William. My Turn: The Memoirs of Nancy Reagan. Random, 1989, \$21.95 (0-394-56368-9).

It hasn't been easy adjusting to First Ladies who are neither dowagers (Mamie et al.) nor symbols of glamour (Jackie), but Nancy Reagan was the most difficult adjustment of all. The clothes, the sniping at daughter Patti, the power plays, the smarmy cooing over "Ronnie," and, most of all, the astrologer—Nancy gave us a lot of laughs, and now she's given us a book. The real question, though, remains unanswered: How does Nancy rate on the Stallone Love Scale (see below)?

Stallone, Jacqueline. Star Power: An Astrological Guide to Supersuccess. NAL, 1989, \$19.95 (0-453-00678-7).

Stage mothers used to have the sense to stay backstage. Not Jacqueline Stallone, whose pronouncements on astrology sound remarkably like Rocky talking to his buddies ("Yo, Capricorn"). What does it mean when the mother of an actor who has wiped out entire Third World countries in a single movie writes a book about how to predict romance using the Stallone Love Scale? Where is Joseph Campbell when we need him?



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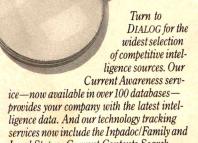
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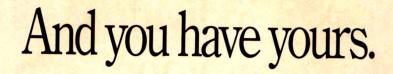
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Rugged individualists making common cause

Access to Excellence was the theme—empowerment for school library media specialists within ALA may have been the outcome...

by Tom Gaughan

of whom work in one-profession shops, are librarianship's rugged individualists. So it was fitting that the biennial meeting of the American Association of School Librarians (AASL) took place in Salt Lake City, a sparkling place carved from a harshly beautiful environment by other rugged individualists.

Some 2,400 attendees met Oct. 18–22 and relished the wide-ranging contacts with peers, addresses by well-known speakers, hundreds of exhibits, dozens of programs, and building political influence within ALA and with legislators.

Access to Excellence was the theme empowerment of school library media specialists within ALA may have been the outcome of the gathering at the Salt Palace.

Forty-five percent of the registrants were attending their first AASL function; some 25% weren't AASL members. Ann Weeks, AASL executive director, sees those numbers as an opportunity—for rapid growth of an already large ALA division that will translate into political clout. Evidence of

burgeoning political interest could be seen in the ubiquitous styrofoam boater hats with the legend "90% in '90" on the band, referring to a hoped-for AASL vote for ALA officers.

Common cause at WHCLIS II

Four programs focused on pressing the school library agenda at the 1991 White House Conference on Library and Information Science. In the opener, Eileen Cooke, executive director of ALA's Washington office, told conferees effective lobbying was essentially effective public relations work and noted that parts of 55 of 64 resolutions developed at WHCLIS I (1979) have been adopted.

In later sessions, library leaders including Virginia Mathews, Shoe String Press vice president, led discussions to develop an issues agenda to be championed by state groups. Equality of access to school libraries and literacy programs for immigrants topped the list.

"Great ideas—in three minutes"

Charming evidence of the school librari-

Ideas in Three Minutes (or Less)," which featured more than two dozen presenters each given three minutes to explain a practical idea to the audience. They came so fast it wasn't possible to identify them. As soon as one suggested using chlorine bleach on unwanted filmstrips to clear filmstock for students to create their own, another appeared, apparently carrying an infant. She explained that "books, like babies, require care."

ans' individualism was on display at "Great

"Would you leave your baby brother out in the rain? Would you write on him with a crayon, or let your dog chew on him?" she asks elementary school students during their first visit to the library. When they answer no, the librarian uncovers the "baby" and produces a book.

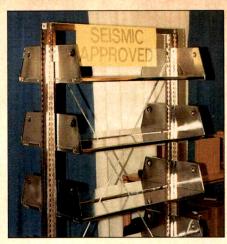
Still another recommended having students "adopt a shelf," noting that her students developed proprietary attitudes about maintaining orderly shelves.



Above: Utah children's authors (and mother and daughter) Gloria Skurzynski and Alane Ferguson met their public at a Salt Lake City PL program. (Left) School librarians Doug Hindmarsh and Lynne E.K. Komlos flank Salt Lake City Public Library Director J. Dennis Day at the All Conference Reception.







AASL member Pat Wamsley watches fellow Alaskan Maureen Kelly model her outfit at the Conference Banquet. Library Bureau's "seismic approved" shelving drew lots of attention two days after the devastating Oct. 17 quake.

"Kids who read succeed!"

National Endowment for the Humanities Chair Lynne V. Cheney had to be good not to be upstaged by several speakers who preceded her.

In welcoming remarks, James Moss, Utah Superintendent of Public Instruction, made the most graceful connection with librarianship this reporter has ever heard from a nonlibrarian. Calling libraries a "joyous workshop of learning," he linked his audience to the monks who crafted the *Book of Kells*.

Following Moss, ALA President-elect Dick Dougherty spoke of his presidential emphasis on literacy, offering the slogan "Kids who read succeed!"

Lynne Cheney is a pro and wasn't upstaged. Her remarks touched on the NEH report 50 Hours, which offers a humanities core curriculum for college students and "boring" school textbooks. She offered a rule: "They [textbooks] ought to be books that one human would volunteer to read," and her remarks fit well with the resource-based curriculum that was the focus of much conference discussion.

Intimacy in a cavern

Speaking on the resource-based curriculum, Dorothy S. Strickland, professor of education at Columbia University, said "Good literature is the key to fostering good reading and writing." Strickland managed to create intimacy in a cavernous room filled with more than 1,000 librarians. Following her address, an AASL-Britannica video, *Literature*, *Literacy, and Learning*, a delightful visual representation of the library-based curriculum, was premiered.

Dashing back and forth across a broad stage, high school teacher Harry K. Wong literally pummeled a delighted audience for more than an hour. Using humor and a televangelical delivery, the hard-working Wong offered common-sense prescriptions for succeeding with children: "Set high expectations! Create a well-ordered classroom! Make the students do the work!" As proof of the success of his methods, the youthful Wong stunned his audience by announcing his age—57.

"The Big-Enough One"

Stewart Brand, creator of the *Whole Earth Catalog*, neither shouted nor dashed. Speaking softly, he mixed his experiences in the tragic, then-recent California earthquake—he was in San Francisco's Marina district when the quake struck—with insights on emerging information technologies.

With a writer's eye for detail, Brand called the quake "The Big-Enough One," and told of trying to help pull victims out of the rubble. He also told of the toughlooking young men, who under other circumstances might have been frightening, risking their lives to save the elderly and the injured.

Brand acknowledged that his new book, *The Media Lab: Inventing the Future at M.I.T.*, didn't even have an index entry for libraries. Since writing it, he said, he'd discovered that librarians were on the leading edge of the information industry. "Information wants to be free," he said. Business wants it to be expensive. "Technology maintains the tension. The whole process gives lawyers hives and empowers librarians."

The conference banquet drew some 1,100 attendees. After the cheesecake, AASL President Retta Patrick introduced bestselling author Judith Viorst. Patrick, referring to becoming a past president, cracked, "That looks better every day."

Viorst alternately tickled and touched

with one-liners and readings from her works. "I write sometimes as a mature woman and sometimes as a six-year-old boy." Noting that her subjects remain the same, regardless of her voice or audience, she said that envy and sibling rivalry are "part of the general human condition."

One measure of Viorst's popularity could be seen after the address—hundreds of librarians lining up for her signature in one of her books.

Changing tacks

Not so many years ago AASL members considered seceding from an ALA they felt didn't effectively represent their interests (AL, Dec. 1984, p. 808). Times have changed.

At the ALA store, business was so good that sharp-eyed Utah state tax officials required ALA staffers to collect a six-percent tax on the largest per capita sales ever seen at an ALA conference, some \$12 per registrant.

ALA leaders like Dougherty, presidential candidates Pat Schuman and Pat O'Brien, Executive Board members Lucille Thomas, Judith Sessions, Dennis Day, and Ann Symons (also a school librarian) were everywhere, making common cause with a large—and growing—ALA division. A very individualistic one.



Whole Earth Catalog creator Stewart Brand hunkers down after his speech. Brand, who once dubbed libraries civilization's "hard disk," mixed reflections on new technologies with his experiences in the Bay Area earthquake.

Library censorship after Webster

Has the Supreme Court given a green light to censors?

by Earl Lee

"We're dealing with a vocal, fanatical minority."
—Carolyn Trout, Director, Joplin (Mo.) Public Library

"The Webster decision does not have a direct effect on libraries unless someone decides to use it in a vindictive way."

—Judith Krug, director, ALA Office for Intellectual Freedom

THE SUPREME OES Court's recent decision, in the Webster v. Reproductive Health Services case upholding the Missouri anti-abortion statutes, have a direct impact on libraries by encouraging a new wave of state-sponsored "fiscal" censorship? The statutes' provisions against "encouraging or counseling" a woman to have an abortion might be interpreted as prohibiting the full range of library services, including referral services, as they relate to abortion. Although Missouri Attorney General William L. Webster has tried to downplay the freedom of speech issue, the American Library Association filed an Amicus brief in the case, asking that the court look at the impact of the Missouri abortion law on intellectual freedom. According to Anne Levinson of ALA's Office for Intellectual Freedom, the court's response was Justice Sandra Day O'Connor's statement that this issue could only be addressed on a case-by-case basis by the Missouri Supreme Court.

Earl Lee is collection development librarian at Pittsburg State University in Pittsburg, Kansas, four miles west of the Missouri border.

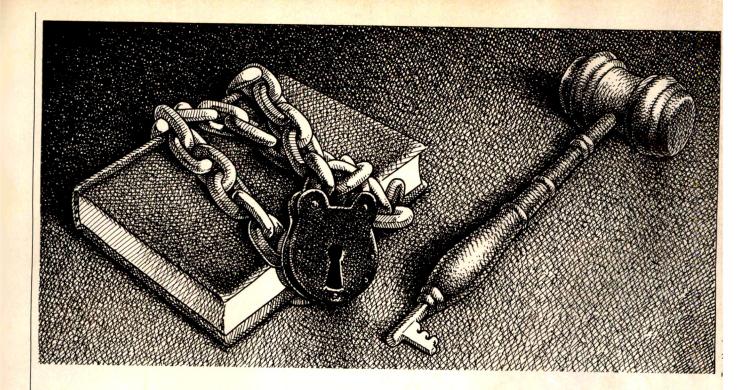
In the wake of the Webster decision, there has been a great deal of speculation about which state legislatures will vote to restrict access to abortion. There is, however, an aspect to Webster that has not been explored in the press: how Chief Justice William H. Rehnquist's decisiondescribed by Justice Harry A. Blackmun as giving "winks, and nods, and knowing glances" to state legislators who want to restrict access to abortion—affects not just abortion, but information about birth control, human sexuality, and any other unpopular or controversial subjects legislators might find objectionable. Legislators need only define the dissemination of this information as "contrary to the public interest" in order to cut off funding for any statesupported agency that has traditionally provided this information. In his decision, Rehnquist maintained that the state is only making a "value judgment" and "policy choice" in deciding how to spend its funds.

In Missouri, a law is already on the books that makes it "unlawful for any public funds to be expended...for the purpose of encouraging or counseling a woman to have an abortion not necessary to save her life" (Mo. Rev. Stat. 188.205 [1986]). Thus far the state has focused its

attention on hospitals and clinics. However, as the district court that ruled it unconstitutional has already pointed out, this statute could easily be interpreted as applying to any person paid from state funds or any state-funded institution, which includes public libraries, state university libraries, private libraries that receive any form of public support, public schools and any state agency that employs a nurse, psychiatrist, counselor, or social worker. ALA and the Freedom to Read Foundation based their Amicus brief on the fact that librarians are "potentially subject to viewpoint-based restrictions on the use of public funds."

As ALA's Amicus brief points out, "the sole justification offered for the law is the state legislature's desire to establish an official orthodoxy."

Because of the way the courts have handled statute 188.205, the question of how to interpret "encouraging or counseling" now rests with the Supreme Court of Missouri. However, the definition of "public funds" is clearly defined in Missouri abortion statute 188.200 as "any funds received or controlled by this state or any agency or



political subdivision thereof, including, but not limited to, funds derived from federal, state, or local taxes, gifts or grants from any source—public or private, federal grants or payments, or intergovernmental transfers." This statute may yet be found to be unconstitutional in the way it is applied; but because the courts have been unable to protect the doctor/patient relationship from legislative mandates and controls, it is unlikely that the librarian/patron relationship would be protected.

Expanded prohibitions pending

To make matters worse, the Missouri legislature is currently working on legislation, patterned on its anti-abortion statutes, that will expand these prohibitions. In addition to prohibiting "encouraging or counseling" a woman to have an abortion. the new law would forbid the dissemination of any information about contraception or human sexuality. The main thrust of this legislation is to prevent the use of public funds for teaching sex education in the public schools; but, as with the state anti-abortion laws, this law might also be applied to libraries. If efforts to censor information are successful, they will almost certainly be imitated in other states, and information on a wide range of other subjects may be prohibited—including gun control, civil disobedience, animal rights, pornography, prisoner's rights, incest—as being somehow in conflict with "the public interest."

The recent controversy over an art display that was funded in part by the National Endowment for the Arts resulted in NEA's funding being cut by \$45,000 as a "symbolic" gesture of disapproval by the Congress. The display of nude photographs by Robert Mapplethorpe drew fire from Sen. Jesse Helms, who wanted to outlaw not only "obscene" art, but art that "denigrates religion." Congress recently voted a ban on federal aid to art that is "obscene." Just as with the effort to outlaw flag "desecration," the law is so vague that it can be applied in many areas and serves to encourage self-censorship.

an's duty to bear children and thereby provide workers and soldiers for the state.

Chief Justice Rehnquist also accepted the defense that this form of regulation and "fiscal" censorship avoids the First Amendment protection issue by posing as a simple directive to state fiscal officers not to pay for such services out of public funds. By refusing to allocate funds or other resources, the state is not telling the doctor, counselor, nurse, or librarian what to say on a specific subject. Rather, that state is merely threatening to cut off funding for any agency or institution that provides services or information that are seen

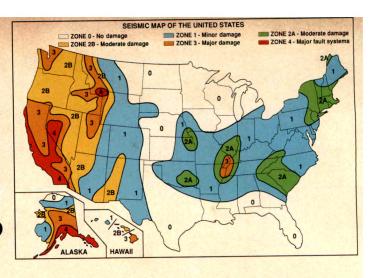
Certainly every medical library and medical school could be in violation of the law; the same holds for every school that teaches courses that touch on the subject of abortion.

In defending the Missouri anti-abortion laws, Chief Justice Rehnquist described the act of cutting off public funds and imposing harsh restrictions and regulations as simply deriving from the implementation of public policy and "the legitimate government goal of encouraging childbirth." He was probably unaware that he was echoing the argument made by Adolf Hitler when he outlawed abortion in Germany in the 1930s. It was, after all, a wom-

as being in conflict with state policy. As ALA's *Amicus* brief points out, "the sole justification offered for the law is the state legislature's desire to establish an official orthodoxy."

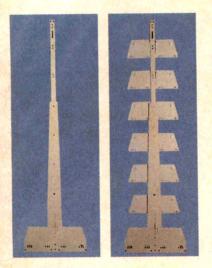
If the restrictions currently in place for hospitals are also interpreted as applying to libraries, not only would libraries in Missouri be prohibited from giving out information that might "encourage" a woman to have an abortion, they couldn't accept

After a rough day, it's still left standing.



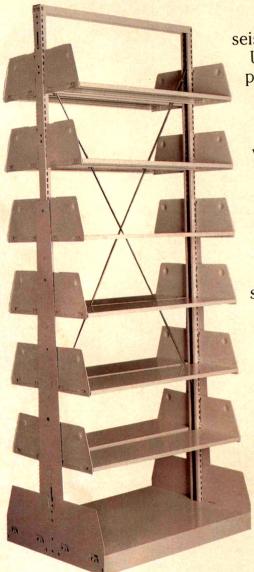
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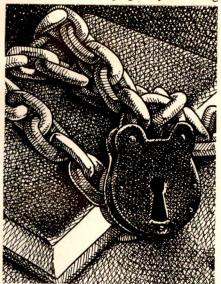


Library Bureau, Inc., 801 Park Avenue, Herkimer, NY 13350 (315) 866-1330.

Library censorship

pro-choice literature as a gift, since this act would involve using state resources to catalog, house, and circulate the material. Nor could they provide online searches or other literature searches, or reference services, or interlibrary loan services, or services offered on a fee basis, even if the fees more than offset the cost of the service. Chief Justice Rehnquist's decision suggests that the state is only obligated to provide services at the level that would exist if there were no publicly supported libraries.

Librarians in Missouri who do not ask each female patron of childbearing age to sign a statement declaring that she is not pregnant before giving her any information about childbirth and pregnancy are taking



a serious risk. Carolyn Trout, director of the Joplin Public Library, expressed concern about the legality of the library's telephone referral service, since they sometimes give out the phone numbers of abortion clinics. We are accustomed to believe that giving out phone numbers is an act protected by our right to freedom of speech. In Ireland giving out the phone number of an abortion clinic is punishable by a stiff fine and imprisonment for up to five years.

As the law is currently written, every state college and public library in Missouri is potentially in violation of state law every time it buys a book or periodical, circulates a book, photocopies or loans an article, or in any way disseminates information on the subject of abortion, unless the book or article clearly condemns the practice. Certainly every medical library and medical school could be in violation of the law; the same holds for every school that teaches courses that touch on the subject of abortion. In fact, any institution that provides an evenhanded view on the subject of abortion is in danger. And if the prohibition is expanded to include birth control

and human sexuality, the list of institutions offering "unlawful" services and information can only increase, as will the threat of "fiscal" retribution from anti-abortion legislators and state officials.

[A proposed Missouri law] would forbid the dissemination of any information about contraception or human sexuality.

Chilling effect

When I asked the director of a large university library in Missouri for his opinion on the effect of the *Webster* decision on libraries, the response was, "No comment. I don't want to get in trouble with the Governor, and I don't want to get in trouble with the university administration. I don't think you should be asking me to comment on this issue. It isn't an issue until someone files a lawsuit against me." Obviously, whether or not a lawsuit is filed, the Missouri abortion law has already had a

"chilling" effect on free speech.

For political reasons, legal prohibitions may not be enforced consistently—if at all—in the near future. However, once broader prohibitions are enacted and antiabortion legislators have tested the full extent to which their legislative and judicial colleagues will allow them to create new, more stringent regulations and restrictions, it is likely that state agencies and institutions will begin to come under enormous pressure to show that they are in compliance.

Criticizing the "slippery language" of Webster, James E. Davis, chairman of the Standing Committee Against Censorship of the National Council of Teachers of English, called this decision "just one more instance in recent decisions in which the courts seem not to have given one iota of thought to the nightmares they create for teachers, schools, and librarians, not to mention parents and the clergy."

In states such as Arkansas, where many libraries purchase their books through a bid process, it will be possible for state fiscal officers to effectively prevent the purchase of individual titles during the acquisition process. Anyone who doubts that this could happen should talk to school librarians in Racine, Wisconsin, who have already had an experience with

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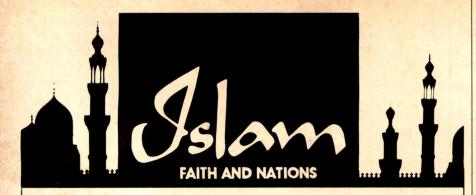
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Library censorship

"fiscal" censorship when administrators refused to allocate funds to buy a replacement copy of the "controversial" book Slaughter House Five. In Racine, book titles must be listed on a purchase order and assigned subject areas, so that they can easily

Inevitably, we will censor ourselves more effectively than any state agency could hope to.

be redlined by administrators or by teachers. In other states, libraries may have to rely on vendors who would specialize in identifying controversial books, or perhaps even rely on local religious bookstores for ordering books. It may also be necessary to set up statewide boards to approve books and periodicals, as is currently done for textbooks in Texas.

Self-censorship seen

It is important to realize that any library that receives state funding in any form may be placed under enormous pressure during the coming years to conform to legislative mandates. Inevitably, we will censor ourselves more effectively than any state agency could hope to. And on those occasions when we fall short in censoring ourselves, we can be sure that anti-abortion legislators and administrators—and, worst of all, some of our own colleagues—will be quick to correct us in our oversights.

But, just in case we or other government agencies are lax in our duties, the Missouri legislature has had the foresight to enact statute 188.220, which states "any taxpayer of this state or its political subdivisions shall have standing to bring suit in a circuit court of proper venue to enforce the provisions of sections 188.200 to 188.215." This way local anti-abortion organizations can keep an eye on us, and they will almost certainly file suit if we fail to censor ourselves effectively.

Some librarians are especially concerned about the indirect effects. Daniel Bradbury, director of the Kansas City (Mo.) Public Library, maintains that "The extra-legal pressure or intimidation might coerce librarians to sidestep the issue entirely, by not purchasing materials relating to abortion, contraception, or sexuality. This would be a serious self-imposed infringement on First Amendment rights—and a terrible disservice to the communities we serve."



Abortion became the issue when librarians marched in Washington, D.C., under the ALA banner for Women's Equality/Women's Lives, 1989.



In 1986, Eileen Cooke's T-shirt offered a rejoinder to the Office of Management and Budget's plan for libraries: Privatize OMB!

A balf-full bucket

The

'80s

A host of library leaders wrap up a dizzying decade.

HOW DO YOU WRAP UP A DECADE IN SIX PAGES? With a single alliterative adjective; a Madison Avenue construct like Fabulous Fifties? With a pop psychology label like the Me Decade?

If so, what would it be? Mad Ave would probably opt for the "Exhilarating Eighties!!!" Some might prefer the Enervating Eighties. Clearly one word, one story, wouldn't do the job. The more we looked, the more we realized we needed help.

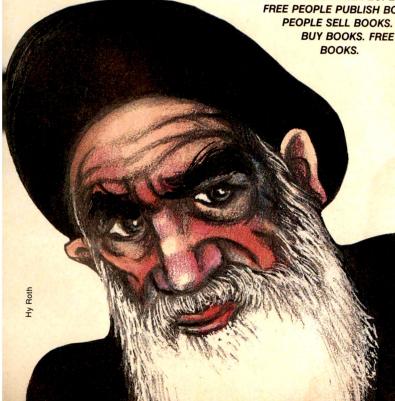
AL needed the help of a group of library leaders just to hit some of the high and low lights. We chose our interviewees with care and the expectation that their answers would differ, surprise, and educate. We weren't disappointed. So here are the '80s—in six pages.

Image-buster librarians: Jeff Gunderson, 1983 winner of the "Escape from Alcatraz" triathalon in San Francisco, and Karen Goettling, climbing Mt. Baker in Washington, 1980.





Library Enemy #1, and just about everybody else's, the
Ayatollah Khomeini sentenced Salman Rushdie to death in
1989 for writing The Satanic Verses. Librarians were
outraged; ALA protested with a full-page ad in the
New York Times: FREE PEOPLE WRITE BOOKS.
FREE PEOPLE PUBLISH BOOKS. FREE
PEOPLE SELL BOOKS. FREE PEOPLE
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Close to being Library Enemy #1, Ronald Reagan tried repeatedly to zero library funding during his two terms in office. The 1980 Reagan landslide cost libraries many friends in Congress, including Jacob Javits.

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The Book Report, 4:5, March/April 1986, p. 47

"We have the entire series requested by popular demand. Our strategy initially was to start with material printed from 1980 to the present. The cross reference guide caused our students to request the other volumes. We are finding that the current material is timely and that the selections have an enduring quality. Seldom is all our set on the shelf because students are using it constantly. . . ."

William D. Jones, Librarian
Baptist Bible Institute, Graceville, FL

"The SIRS people — Eleanor Goldstein and her editorial staff — have done it again. The new five-volume SIRS Science series is a welcome addition to the reference resources of the high school media center. . . ."

Jane Chandra

School Library Media Quarterly, 14:2, Winter 1986, pp. 105-6

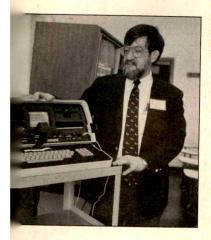
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'80s

Library educator Philip Clark shows off a "portable" Osborne computer, circa 1982, high tech of the early eighties—prehistoric by the late eighties.



Remember "The Magic of Reading"? William Kuntzman's entry won a first prize in ALA's national photography contest, 1985.

"Non-stories" of the decade

Michael Gorman, dean of library services at California State University/Fresno and coeditor of the *Anglo-American Cataloguing Rules II*, offered several "non-stories": Another academic was appointed Librarian of Congress. "If [in the '90s] a librarian is appointed, it will be the story of that decade." His second non-story concerned the "paperless society," much discussed in the 80s. "To borrow a word from President Reagan, he said, I'm up to my 'keister' in paper."

His last non-story, one close to his heart, was AACR2. "Western civilization and libraries weren't destroyed by AACR2," he remarked, referring to dire predictions that bibliographic chaos was certain to follow the 1981 adoption of the code.

Library education

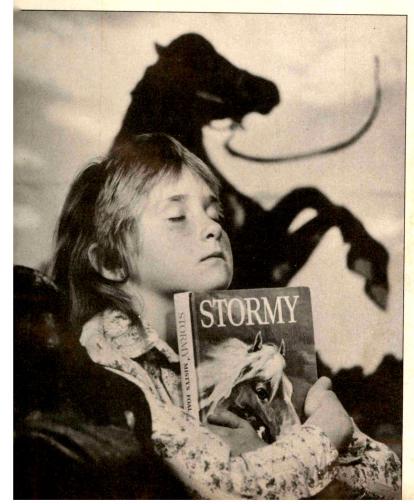
A number of AL's interviewees spoke with concern for library education. Beverly Lynch, dean of the UCLA library school, said, "A fundamental reassessment is going on in library education...and the practitioners aren't paying attention. It's scary," she said. "Library schools in the '90s will sink or swim on the strength of their leadership."

School library media specialist Rebecca Bingham was also a proponent of library education as the story of the decade. "I'm gravely concerned about library school closings," she said, "coming at a time when we have a shortage of school librarians and when technological changes are making greater demands on librarians.

"As library schools close, we're producing fewer Ph.D.'s to train new librarians. I'm concerned that access will be controlled by private companies."

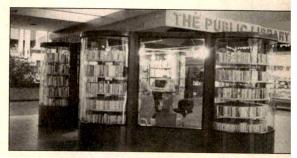


New Orleans brought out the Mardi Gras in 1988 Annual Conference goer Collin Hamer, Jr. ALA conferences during the '80s also took librarians to: New York City—1980 and '86, San Francisco—1981 and '87, Philadelphia—1982, Los Angeles—1983, Dallas—1984 and '89, and Chicago 1985. Registration peaked in 1989 at 17,592.



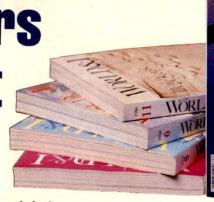


The first ALA Fun Run in Dallas, 1984. Health, fitness, and image conscious librarians—not to be confused with couch potatoes—completed a three-mile course in approximately 16:35.



Mall libraries, commuter-stop libraries, libraries in laundromats and kiosks. The '80s were a decade of taking service to the people.

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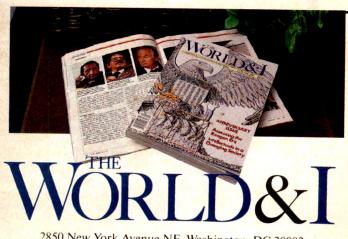
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'80s



Captain Video visited the Dauphin County (Pa.)
Library in 1983 to examine the videocassette collection.
By 1989, 58 million
American homes had VCRs.



Nemesis of networking Tom Ballard spent the '80s insisting that money spent on technology would be better spent on books. He takes the prize for holding onto the decade's most unpopular view.

A note of optimism came from University of North Carolina/ Chapel Hill library educator Ed Holley: "Library education shares a feast-or-famine existence with other professions, such as engineering." Holley believes that library schools have turned the corner.

Rediscovering the user

Baltimore County (Md.) Public Library Director Charles Robinson said, "Public libraries rediscovered the user. During the last 10 years libraries have paid real attention to public wants and needs and have tried to give the public what they want."

When, AL asked, did public libraries lose sight of the public? "After World War II," said Robinson. "Libraries became institution-oriented rather than user-oriented. They became preoccupied with networks, technology, MARC, and other things not of direct interest to users."

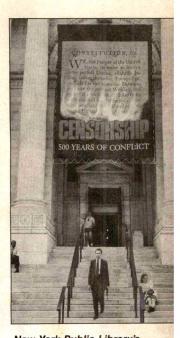
Another important '80s story, said Robinson, is that "Leadership has passed from downtown urban libraries to suburban, small-town, and rural libraries."

Rediscovering the students

"A reorientation to service is one of the decade's two big stories," said Earlham College Library Director Evan Farber. "The BI movement began in the '70s, but in the '80s spread across the country. Now, bibliographic instruction is the touchstone of all decision-making."

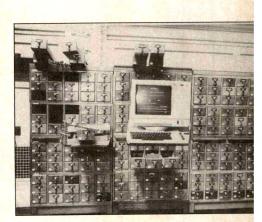
But Farber, a leader in the BI movement, conceded that *the* story of the '80s is technology, and as a small-college librarian, he offered an interesting view of it. "The '70s was for the big boys," he said, referring to networks and the development of online public access catalogs (OPAC) in research libraries. In the '80s technology filtered down to "smaller libraries, which used it in some very creative ways."

Library Friend #1: Rep. Major Owens (D-NY), the profession's first librarian in Congress, is as treasured as any teddy bear. Owens has been instrumental in the passage of legislation beneficial to libraries, from his election in 1982 to the present.



New York Public Library's 1984 censorship exhibit covered 500 years of banning and burning. But there were victories for the freedom to read in the '80s. One of the most celebrated was New York's 1982 "Island Trees Case," in which the Supreme Court agreed that school officials who remove books from school libraries may be required to defend their reasons in federal courts.





As catalogs went online, old oak drawers made way for terminals. American Libraries sponsored a popular "101-Uses-for-a-Dead-Catalog Contest" in 1982. Among the winning entries: Wire the drawers so users can be weaned from using the card catalog by electric shock.

'80s



The Gay Pride Parade during ALA's 1987 Conference in San Francisco carried a message: "Stop AIDS." Since then, AIDS information has taken top priority at many libraries.



Happy conference-goers in Louisville at the first conference of ALA's American Association of School Librarians, 1980. The growth of division

conferences in the '80s has allowed librarians to gather in cities too small for an ALA Annual Conference.

Sharon Hogan, university librarian at Louisiana State University, had a ready answer when AL spoke to her at the ALA Executive Board's November meeting. "It's automation for public services. In the '70s automation focused on technical services—utilities, networks. In the '80s, it's technology that brings information right to users."

E.J. Josey, University of Pittsburgh library educator, made a similar point, with a different emphasis. He spoke of "inexpensive technologies," such as CD-ROM, microcomputers, and fax.

Haves and have-nots

"Let me be outrageous," said Susan K. Martin, executive director of the National Commission on Libraries and Information Science. "I'm going to say that the '80s was the last decade of the traditional library. We're struggling with issues balancing the traditional library with the information age library.

"We've been moving toward greater access and less acquisition, and acceptance of fees. But we need to truly define basic services—those we provide without fees.

"Are we going to be a support system just for the 'have-nots'?" she asked. "We need to serve the 'haves,' too. We can't become the welfare information institution."

"New wine in old bottles"

"The decade was filled with diversity, complexity, and uncertainty," said Patricia Battin, president of the Commission on Preservation and Access. "One big story is the renewed recognition of archival responsibility. We lost it in the '50s. We knew about acidity 20–30 years ago, but automation and collection development became driving forces in libraries."

Apartheid protestors William Moffett (left) and E.J. Josey at Midwinter 1985 in Washington, D.C. Many librarians called for an information boycott of South Africa because of its constitutionally racist system.



James Billington, librarian sans MLS, was made head of the Library of Congress in 1987, an appointment that met with resistance from many in the library community. New York PL caused the same outcry twice in the decade, with the appointment of Vartan Gregorian to the NYPL presidency in

1981 and Timothy Healy in 1989.



Staffers Beverly Kert (left) and Marilyn Wherley watched the Los Angeles Public Library go up in smoke in 1986. Among the many library-damaging disasters of the '80s: the eruption of Mt. St. Helens in 1980, the Hollins College flood of 1986, the Los Angeles earthquake of 1987, and Hurricane Hugo and the Bay Area quake in 1989. (See News Fronts, this issue.)





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It's a sweeping

retrospective that

surpasses all

others..."

-The Boston Globe





'80s



Library friends: Barbara
Bush, wife of then-vicepresident George Bush, in
1983, with Rep. Paul Simon
(D-IL), met with library
advocates during Legislation
Day. As First Lady, Barbara
Bush is a leading crusader
in the campaign for
literacy.

Battin also spoke of "new wine in old bottles." "All our policies need to be reviewed," she said. "For example, copyright works for printed documents," but less well for electronic formats. "The old formulas don't work any more. What library services does a student's tuition pay for? What can we charge fees for? We're using budget constructs that simply don't apply to current needs. It's mythology."

A more workable system

"The microcomputer revolution has changed the way people work," began ALA Vice-president/President-elect Richard Dougherty. That's the big story. Turning to the serials crisis, Dougherty said, "it signals some change in the way people communicate." Dougherty went on to say that all the elements of the scholarly communication system are in a state of flux. "Libraries should be looking for ways to serve a more workable system."

"A long way to go"

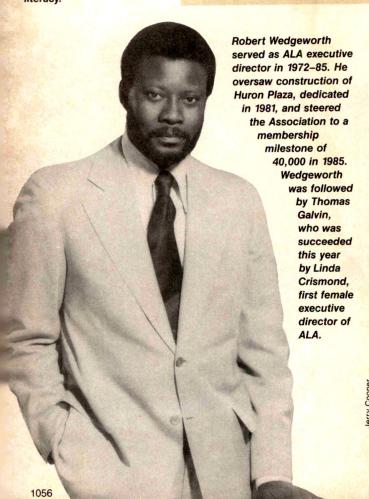
E.J. Josey had a number of answers to the decade question. A tireless social activist, Josey reviewed the progress of women and minorities in winning top administrative posts. "Out of 119 Association of Research Libraries (ARL) directorships, women now hold 34. Women have done fairly well." By contrast, he said, "Blacks hold four ARL directors' jobs, and one of those is at a predominantly black institution—Howard University. We have a long way to go."

Systematic erosion

Cleveland Public Library Director Marilyn Gell Mason said, "The overwhelming story is the slow and systematic erosion of access to government information." Citing privatization, fees, the FBI Library Awareness Program, and a 25% reduction in the availability of gov-



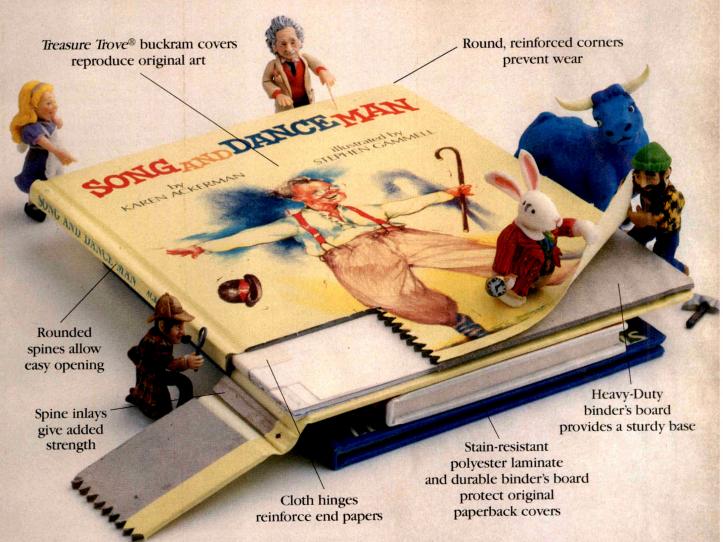
A. Venable Lawson talks about the 1988 closing of Emory University's graduate school of library science for ALA's Library Video Magazine. It was a decade of GSLS closings: SUNY/Geneseo, the University of Chicago, Case Western Reserve, and others.





The \$39 million, eight-story Broward County Library opened in Fort Lauderdale, Fla., in 1984, one of many spectacular new library buildings that went up in the '80s.

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WE'RE LEADING THE WAY.

'80s



When Illinois had failed to ratify the ill-fated Equal Rights Amendment by Midwinter Meeting 1980, members pushed for Association conferences in pro-ERA states only.

ernment publications, Mason added, "I'm hearing of students and researchers unable to finish projects because previously available government data is no longer available."

Literacy became "sexy"

AL's experts repeatedly emphasized that libraries are part of society and are affected by it. Drugs and AIDS, noted Virginia State Librarian Ella Gaines Yates, are part of the library decade because of their impact on the nation. But, she said, literacy and access to information and library services—in combination—are the true library stories. "Literacy became 'sexy' in the '80s; it became a byword on the national level. Previously, we gave it more lip service than actual service."

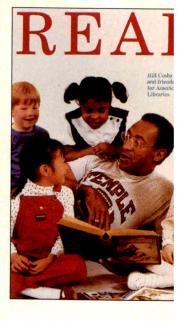
Half-full or half-empty?

In an oral parenthesis, Ed Holley told AL, "A psychologist friend once said, 'Ed, you can classify people according to how they see their bucket: half full or half empty. You always see your bucket half full." Maybe that's the story—despite a decade of challenges and problems, libraryland's bucket is half full.

Maybe Pat Battin's words, "diversity, complexity, and uncertainty," describe the impossibility of pinning it down. Perhaps Josey's description, "disappointing but exciting," says it best.

None of AL's interviewees used the word memorable but there's no doubt it's apt. We'll remember the '80s because we'll be living with its impact—for decades to come. -TG

Bill Cosby and friends, from the first set of celebrity "Read" posters ALA produced in 1984–85, remains the most popular—26,073 sold to date. Other stars who shone for reading include: Bette Midler, Paul Newman, Mikhail Baryshnikov, and Michael J. Fox.





Above: Librarians Dawn Heller (left), Ann Montgomery, and a Cadillac in black-and-white. Right: Librarian Cindy Lea Arbelbide and her Rolls Royce in color.

To full-color from black-and-white. Art Plotnik, American Libraries' editor from 1975 to October 1989, sums up the decade: "The '80s are notable for putting color into the profession's cheeks. To an alien visitor looking through the pre-1980 pictorial record, it would have seemed that librarians were forced to remain zombie-ashen while the rest of the world walked around in full blush.



American Libraries committed to four-color coverage with its White **House Conference** Report in January 1980. demonstrating that librarians did indeed come in all hues and were as worthy as any group of being so represented. Other national library media soon followed suit. ALA's Library Video Magazine, OCLC's Report on video. and library-based cable shows added a new dimension to the record of librarianship, one that reminds us that we are upbeat, threedimensional people who walk, talk, and have something to show besides a shushing finger."



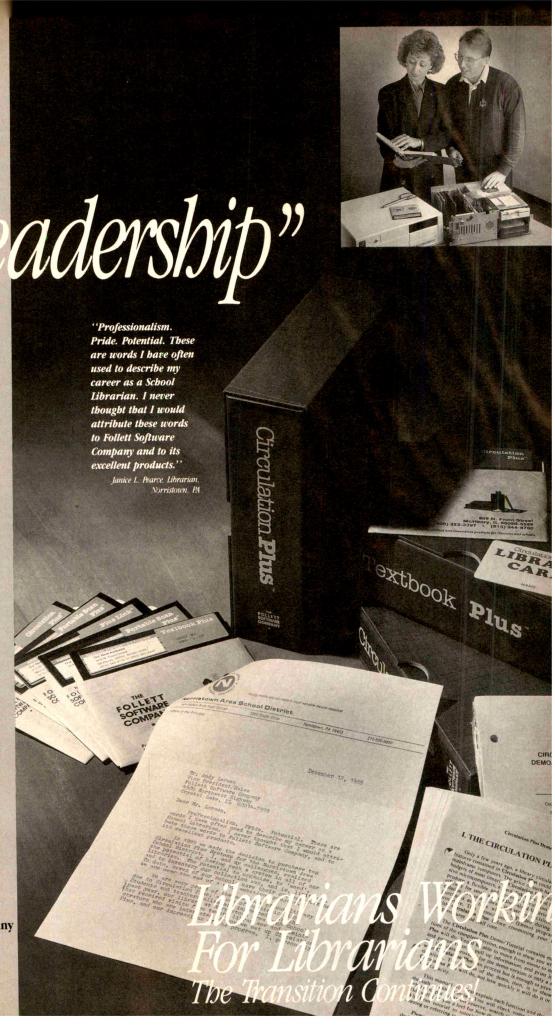
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American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or may be edited to fit space. Letters can be faxed to AL at 312-440-0901.

A reviewer responds

BECAUSE I WAS PRESUMABLY ONE of the 19 reviewers that gave P.W. Filby's book, A Directory of American Libraries with Genealogy or Local History Collections, a favorable review (I called it "a marginal purchase" in the Spring 1989 RQ), I was quite interested in what he had to say in his article (Oct., p. 870). I found the word "may" pivotal in his comment, "the thrill of good reviews may be more rewarding than the prospect of royalties." This and other, similar comments make me wonder whether Filby is really more interested in quality reference book writing and reviewing than in royalties.

I agree that there is the need to allow authors and publishers the opportunity to comment on reviews of their publications. These should show up in the review section of the journal with a citation for the original review so that a librarian can compare the comments.

A review isn't an advertisement; it's an evaluation. Mere mention of a book shouldn't sell it. The informed opinions in reviews should distinguish a few things most desirable for purchase among the multitude of things that are published. Publishers and authors want library money. We only have so much to spend.

It all seems to boil down to what Indiana humorist Kin Hubbard once said: "When a fellow says it hain't the money but the principle o' the thing, it's th' money."

DONALD W. MAXWELL, ALA member, Carmel Clay Public Library, Carmel, Ind.

A rave review for Filby

THE ARTICLE BY P.W. FILBY, "AN AUthor Reviews the Reviewers" (Oct., 1989 p. 870), is superb, one of the best I have ever read on book reviewing.

I have been writing book reviews for *The Priest* magazine monthly since 1968 and freelancing reviews for many Catholic periodicals even longer, and I have yet to see some objective standards for selection of titles and direction of reviewing.

On the other hand, I have just published my 37th book this year and I am still amazed at the hit-and-miss way that my different publishers send out review copies.

It will be very interesting to see if the Reference and Adult Services Division, mentioned on the same page, can come up with something helpful.

(Rev. Msgr.) CHARLES DOLLEN, ALA member, Poway, Calif.

Creationism controversy

WHAT IS GOING ON AT THE ALA Office of Intellectual Freedom? That office was recently forwarded a letter from the World Creation Science Association complaining that libraries shy away from books on evolution. Citing passages from the Library Bill of Rights about free access to ideas, its writers object to evolution but do not demand that it be suppressed; they ask that libraries collect more books on creationism. But in spite of the arguments and a specific case cited, OIF director Judith Krug has distributed copies of the letter with no rebuttals but the ominous warning that it "may herald another skirmish with creationists."

Why did this letter create such panic? Probably because it is accurate. OCLC may not be a perfect sampling device, but it can certainly give an indication of the numbers of libraries holding certain items. It shows that far more libraries hold *Playboy* than notable creation science books, such as *What is Creation Science*? and *Evolution: The Challenge of the Fossil Record.* Expensive subscriptions to exploitative magazines are purchased instead of inexpensive books which provide an alterna-

Call for IFLA exhibitors

THE SWEDISH 1990 IFLA ORGANIZing Committee, chaired by Jan Johansson, in collaboration with the International Fairs, extends an invitation to exhibitors for the IFLA Library and Book Exhibition.

U.S. and Canadian library and automation suppliers can request space and accommodations for the conference. Due to the strong international demand for exhibit space, first assignments will take place Dec. 15.

IFLA will draw over 3,500 decision makers from 125 countries. Please book your reservation now through Vendor Relations (phone 201-730-9688 or Fax 201-730-7978), or contact me for details, applications, or assistance.

ERNEST A. MURO, president Vendor Relations R.D. #1, Box 145 Bennington Road Annandale, NJ 08801 tive view on an important subject. Darwin's books are, predictably, widely held.

Ms. Krug's reaction is indicative of the arrogance and xenophobia of OIF. The librarian selects books, and all who question selections are deemed censors. What the librarian has joined, let no man put asunder.

J.C. BENNETT, ALA member, Eastern New Mexico University library, Portales

Judith Krug responds:

IT SHOULD BE NOTED THAT, AS JMRT liaison to the ALA Intellectual Freedom Committee, Mr. Bennett receives general IFC mailings as a matter of courtesy. Such general mailings are not only numerous, but also cover a wide spectrum of events and activities. Often such communications merely provide information regarding activities across the country that could affect the IFC's responsibility, which is to recommend to Council appropriate policy in the area of intellectual freedom.

In sending such information, the office rarely provides "rebuttals." This is largely unnecessary since, as a matter of record, IFC members are appointed on the basis of their interest in, experience with, background about, and concern with the issues of import to the Association in this area. I regret very much that Mr. Bennett misinterpreted the provision of this information.

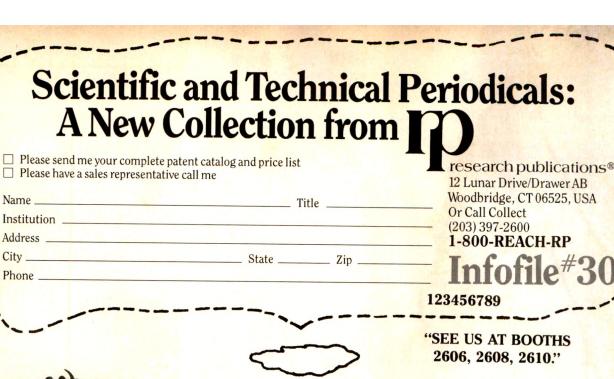
Once more unto the Breach

IN RESPONSE TO THE ARTICLE IN your September issue (p. 717-718), the suit by various Gordon & Breach companies against AIP, APS, and Henry Barschall over his survey of comparative prices of publishers of physics journals has a longer history than is described.

Originally, G&B addressed Barschall's mistakes in 1986, when a similar survey, complete with skewed figures, appeared in *Physics Today*. At that time we supplied him with specific data which proved that mistakes had been made and urged him to contact us to discuss our costs before publishing a new survey.

Barschall did not contact us before the second survey appeared in 1988; yet much of his information was again inaccurate. These fundamental mistakes dealt with unfair selection of which of our journals to use, computational errors, mismeasurement of impact, and more.

After the survey appeared in 1988, we presented complete and accurate data to AIP and APS and asked them to publish a retraction. When they refused, we were left with no



Alexander Graham Bel

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We welcome research and contribute frequently to discussion of issues pertaining to serial prices. In no way do we mean to inhibit such dialogue. However, we must insist on accurate methodology of such surveys, or the same misguided selection process and/or criteria will be used time and time again, resulting in similar misrepresentations.

If more scrutiny is devoted to the methods of research on journal pricing, we are more likely to see a framework established within which both publishers and libraries can work to best suit the need of the reader.

CHRISTOPHER E. SCHNEIDER, Gordon and Breach, Science Publishers, Inc. New York, N.Y.

Stalwart Stueart

WE WANT TO THANK ROBERT D. Stueart, co-chair of the US-USSR Commission on Library Cooperation, and other members on the U.S. side of the commission, who are the people behind the library exchange program. For over two years, they have solicited ideas for these exchanges by consulting members on previous delegations and other leaders in the profession.

Without Stueart's careful negotiations with

our Soviet colleagues, our colloquium on library services to children (Nov., p. 1000–1002) never would have taken place. We want to publicly acknowledge his contribution to international relations in librarianship and the learning opportunities he has helped to facilitate. We especially appreciate his support and encouragement of our colloquium.

BARBARA IMMROTH, ALA member, president, Association for Library Service to Children

Josey's greatest IFLA moment

I AM DELIGHTED THAT AL PROvided excellent coverage of the 1989 IFLA conference (Oct., p. 906–913+). However, I wish to make a correction. My greatest satisfaction at IFLA was not my role regarding South African membership on the standing Committee on Library Service to Multicultural Populations, but it was the unanimous decision of the standing committee, which requested that the South African delegate should withdraw from membership.

The person deserving credit for leadership in this area is the committee chair, Michael Foster of the United Kingdom, who alerted the IFLA membership of the South African nomination in the Spring issue of the section's newsletter and threatened to resign if Brink

was seated. I must hasten to add that because of my lifelong fight against racism and apartheid, I vigorously supported him.

E.J. JOSEY, ALA member, University of Pittsburgh library school

Clarification on PWAs

AMERICAN LIBRARIES IS TO BE CONgratulated for the sensitive and necessary article on AIDS (Sept., p. 730-733). There is no question that the social, medical, and employment issues of this syndrome will increase in our libraries in the coming years.

However, I must point out an insensitive and incorrect designation in the editor's note. PWA does not refer to the entire spectrum of HIV infection. PWA refers only to Persons with AIDS. (Another acronym is PLWA, for Person Living with AIDS, which I believe is to be preferred.) The diseases associated with AIDS are being treated more and more successfully through early medical interventions. I believe it is unfair and dangerous to use PWA for those who fall anywhere in the HIV spectrum. Those of us in community-based organizations are continuing to address the inaccurate labelling of persons who are dealing with this horrible onslaught on their lives.

JOHN B. MARTIN, ALA member, Montgomery, Ala.

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Emily Melton, editor

Budget allocation formulas; inexpensive pamphlets

Q. Does any college or university library actually use a formula for allocating monograph and/or serial budgets by academic department? I have found references in the literature to formula budgeting, but I have yet to encounter a library that uses it. I am interested in the actual components of the formula and the weight given to each component. Susan Vaughn, Associate Librarian for Collection Development, Brooklyn College Library, City University of New York, Brooklyn, NY 11210.

A. We have used the following monograph allocation formula since the 1983–84 academic year. The data reside on a PC in a Lotus 1-2-3 file. The weighting factors for student levels were requested by the faculty. The multi-factored formula is intended to cover all faculty members' points of view. To some disciplines, the numbers of students or faculty are the primary factors; to others, circulation; to still others, the number and cost of books is important.

We determine the departmental allocation as follows: X = B/A + D/Cwhere A = FTE faculty B = # FTE faculty by department C = weighted student credit hours D = weighted student credit hours by dept. J = H/Iwhere H = circulation by dept. of call # groups I = total circulation K=ExF where E = books published by subject F = average cost of books on a subject G = total cost of books published in all subjects Departmental allocation = X + J + K

The use of the formula will be reviewed this year as part of the overall university and library planning effort currently underway. Donald R. Smith, Associate Director for General Services, McFarlin Library, University of Tulsa, 600 S. College Ave., Tulsa, OK 74104-3189.

A. Our library uses a formula for allocating monograph funds. The formula that we use includes variables for undergraduate and graduate enrollment, number of faculty in a department, number of books in the collection, number of books circulated, and price of books in a subject area. The formula was derived through regression analyses of almost 20 years of data. The formula is: [.157446 plus .0024 times B (undergraduates) plus .0161 times C (graduates) plus .1979 times D (faculty) plus .0135 times E (courses) plus .00005 times F (vols. in collection) minus .0003 times G (vols. circulated) plus .0445 times H (average price)] divided by 1.7 equals percent of budget allocated for materials. Betty S. Jobson, Associate Director of Libraries, and Susan A. Smith, Head of Acquisitions, West Georgia College, Carrollton, GA 30118.

A. Gannon University's overall library materials budget allocation formula is made up of three main components: the basic theoretical formula, a correction factor, and a historical expenditures component. The theoretical formula combines five weighted factors to determine the theoretical need of each subject department for library funds. The five factors are: number of courses offered

by the department (5 pts.); number of majors offered by the department (25 pts.); contact hours, which represent the number of students studying in each department (1 pt.); FTE faculty (10 pts.); and student majors, representing the number of students by major (5 pts.).

A correction factor takes into account the varying costs of materials in different disciplines and redistributes funds so that the difference in costs is reduced. We use the average cost of materials purchased by the library for each department during the previous year combined with the average national cost, giving a one-third weighting to local averages and a two-thirds weighting to national averages for books. We use reverse weightings for periodicals.

We also use historical information to ensure consistency. The previous year's budgeted and actual expenditures are calculated into the final budget formula and are given a two-thirds weighting compared to the theoretical formula's one-third weighting.

While the above formula is complicated, it results in a distribution of funds along objective lines rather than political ones.

Lawrence Maxted, Periodicals Librarian, Gannon University, Nash Library, 619 Sassafras St., Erie, PA 16501.

A. The Niagara University Library uses a formula implemented and devised with the cooperation of the Student-Faculty Library Committee. We use eight factors to allocate monograph and periodical funds to the academic departments: lower division majors, upper division majors x 1.5, graduate majors x 2, lower division student semester hours, upper division student semester hours x 1.5, graduate student semester hours x 2, circulation, and average book price. A grandfather clause prevents a cut of more than 15% in any department funds in any one year. Leslie R. Morris, Director of Libraries, Niagara University Library, Niagara University, NY 14109.

Q. Our library needs a source of current, inexpensive pamphlets for our pamphlet file. The materials should contain timely information that can be used in high school term papers. Julie G. Schill, Director, Eccles-Lesher Memorial Library, Box 359, Rimersburg, PA 16248.

A. The Douglas County Library System uses the Gale publication Vertical File Index, which costs \$40 for a year's subscription and is an excellent source for free and inexpensive pamphlets. The index includes pamphlet titles arranged alphabetically by subject area and a list of high-demand magazine articles. Our library has used this source for several years as the major tool for developing our pamphlet file. Carol McGeehon, Technical Services Librarian, Douglas County Library System, County Courthouse, Roseburg, OR 97470.

Added A's to previous Q's

• In response to the question on using BiblioFile to print monthly acquisitions lists (AL, Feb., p. 127), our library uses BiblioFile software to catalog new acquisitions as well as for retrospective conversion. New titles cataloged on BiblioFile are saved to output diskettes and are converted to a COM.CP file using the MARC record export function on BiblioFile's batch utilities program. This is a very simple procedure.



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MANAGEMENT, Mohammed M. Aman &
Donald J. Sager, eds.

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ELEMENTS OF BIBLIOGRAPHY, rev. ed. Robert B. Harmon

304 pp. illus. 1989 89-35367 ISBN 0-8108-2218-0 \$29.50

INTERNATIONAL LIBRARIANSHIP
KC Harrison

212 pp. 1989 89-6247 ISBN 0-8108-2213-X \$25.00

INTELLECTUAL FREEDOM AND CENSORSHIP, Frank Hoffmann

254 pp. 1989 88-18811 ISBN 0-8108-2145-1 \$27.50

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285 pp. 81/2" x 11" 1989 89-6406 ISBN 0-8108-2233-4 \$29.50

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Action Exchange

We produce new acquisitions lists monthly using ProCite and its companion program Bibliolinks (for USMARC format). Both programs are available from Personal Bibliographic Software, Inc. The Bibliolinks software converts BiblioFile MARC records into a ProCite database in just a few easy steps. ProCite Bibliography software can then sort and arrange the records by call number, in alphabetical order, or by subject. The lists can be printed immediately or saved on floppy disks for further editing using a word processing program. Our procedure is to use ProCite for preliminary sorting and arrangement. We then download the records to a disk and edit the information using WordPerfect 5.0.

Even though we use four different software programs to transfer and refine records, we do not need to rekey data. The combination of the four programs allows us to quickly and easily create new booklists in a variety of styles and formats. Kalyani Parthasarathy, Automation Librarian, United States International University, Walter Library, 10455 Pomerado Road, San Diego, CA 92131.

- In response to the query concerning academic libraries that maintain collections of hard copy annual reports for corporations (AL, April, p. 364), we received the following additional responses:
- The University of Pittsburgh at Johnstown Library Corporate Reports file was established in 1981. The collection is part of the vertical file which is on permanent closed reserve at the circulation desk. The file contains 500 annual reports issued from 250 companies. The two most recently issued annual reports from each company are filed in separate folders in order to allow patrons an opportunity to see two different annual presentation styles from a single firm or to compare recent presentations of two different firms. The items circulate two at a time for up to two bours.

The 250 companies were selected from the Fortune directory and represent 150 industrials and 100 service companies. The 100 service companies are distributed as follows: 20 diversified service, 10 commercial banking, 10 diversified financial, 10 life insurance, 20 retailing, 20 transportation, and 10 utilities. In the event of a corporate failure, the affected files are withdrawn and a new firm, representing the highest ranked cooperating firm in the same category but one not yet included in the existing files, is substituted. In the event of a merger, corporate name change, or other relevant change in corporate structure, cross references are affixed to all affected folders. The Department of Bibliographic Instruction, Reference and Research is responsible for maintaining, weeding, and monitoring the corporate reports. The file is reviewed every five years at a joint meeting of the business faculty and the librarians. M.J. Kreitzburg and Lisa M. Dallape, Department of Bibliographic Instruction, Reference and Research, University of Pittsburgh at Johnstown Library, Schoolhouse Rd., Johnstown, PA 15904.

Ablah Library at the Wichita State University currently enters minimal level (encoding level K) cataloging for annual reports of corporations. We do not add 10-K reports to our collection unless they are bound with an annual report. Several years ago, we decided to class all annual reports in HD 2709.A12. Our collection includes all of the Fortune 500 industrial and service companies, certain Kansas corporations, and a limited number of international companies.

The collection is housed in filing cabinets in the stacks with a file folder designated for each corporation represented in the collection. Most annual reports are kept for 10 years, except in the case of Kansas companies and other companies where exceptional runs exist. In such cases, retention is unlimited.

All annual reports circulate for seven days and are heavily used. Margaret Fast, Serials Cataloger, Wichita State University, University Libraries, Wichita, KS 67208-1595.

As a branch library supporting an undergraduate busi-

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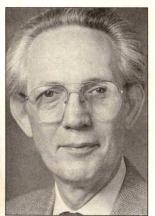
General Research Corporation Library Systems 5383 Hollister Avenue Santa Barbara, CA 93111

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currents







Robert E. Boyer

Harriett Henderson

Howard Dillon

The new Rhode Island state librarian is Richard A. Bidnick.

Robert E. Boyer now coordinates support services for Nicholson Memorial Library, Garland, Tex.

At Houston (Tex.) Public Library Freddiemae E. Brown is now assistant chief of branch services.

Bradley Carrington has become head of the Cataloging Department at the University of Kentucky Libraries, Lexington.

Candice Case is now serials librarian at Harrisburg (Pa.) Area Community College's McCormick Library.

Eric R. Childress has become special materials cataloger at Elon College (N.C.) Library.

Bryna R. Coonin recently became assistant head of North Carolina State University Library's Reference Department, Raleigh. Linda A. Cranston now heads technical services for the University of New Hampshire Library, Durham.

Jinnie Y. Davis recently became assistant director for planning and development at North Carolina State University Library, Raleigh.

Oct. 9 Patrick Dawson became romance languages librarian at UC/Irvine.

Janice Dibble is now head of information/adult services for Oshkosh (Wis.) Public Library.

The new director of Academic Information Services at Columbia University Libraries, New York, N.Y., is Howard Dillon. Cleta Dunaway has become serials catalog librarian at the University of South Carolina Library's Processing Center, Columbia.

Amy Dykeman now serves as assistant director for technical services at Georgia Institute of Technology Library, Atlanta.
Oct. 10 Christine S. Fagan became collection development librarian for Roger Williams College Library, Bristol, R.I.

Stanley A. Gardner recently became assistant commissioner for libraries and assistant Missouri state librarian.

At Auburn (Maine) Public Library Christopher S. Gibson is now technical services librarian.

Jan. 4 Charles L. Gilreath will become assistant director for public services at North Carolina State University Library, Raleigh.

Patricia Gray now heads Norfolk (Va.) Public Library's Larchmont branch.

Martha Griffin is now records manager/archives librarian at Georgia Institute of Technology Library, Atlanta.

Karen K. Griffith is now librarian for professional development and education at

North Carolina State University Library, Raleigh.

The new director of Louisville (Ky.) Free Public Library is Harriet Henderson. Kate S. Herzog has become director of SUNY/ Buffalo's Science and Engineering Library. Linda Higgins now heads special services for the Chillicothe and Ross County (Ohio) Public Library.

Margaret L. Horner recently retired as assistant director of Onondaga County (N.Y.) Public Library, a post she held since 1976. Horner began her library career in 1955 at Brooklyn (N.Y.) Public Library.

Terence K. Huwe has been named head librarian of UC/ Berkeley's Institute of Industrial Relations Library. Cecelia Jagodzinski now heads cataloging and records maintenance at Indiana State University Libraries, Bloomington. Phyllis H. Johnson has become director of Michigan Technological University's Van Pelt Library, Houghton.

Pat Johnston has become assistant head, Reference Department, at Georgia Institute of Technology Library, Atlanta.

At Columbia University, New York, N.Y., Barbara E. Kemp now serves as Lehman librarian.

Barbara King is now head of the Reference Department at the Blue Water Library Federation, Port Huron, Mich. William Lee Kingery has been named assistant director of the Troup-Harris-Coweta Regional Library, LaGrange, Ga.

The new supervising librarian of Simi Valley Library, Ventura, Calif., is Alan Langville.

Marcia Learned-Au is now assistant director of Evansville-Vanderburgh County (Ind.) Public as university archivist for Marquette University Libraries, Milwaukee, Wis.

Lee Leighton has become head of the Catalog Department at UC/ Berkeley Library.

Oct. 31 Dennis Lewis retired as director of the British-based Association for Information Management (Aslib).

Natalie A. Logan now serves as executive director of the Catholic Library Association.

Virginia Lowell is now director of Jackson (Mich.) District Library. Mary C. Lynch now serves in the Reference Department at the Georgia Institute of Technology Library, Atlanta.

The new automation project manager for Norfolk (Va.) Public Library is Jane Marshall.

Ron Miller has re-

signed as executive director of the Cooperative Library Agency for Systems and Service (CLASS) to head the Western Library Network (WLN).

Janis Mohlenrich recently became preservation librarian and head of collection management for Marquette University Library's Technical Services Division, Milwaukee, Wis. Sandra Moline now heads the Science and Engineering Library's Reference/Research Division at the University of Minnesota/Twin Cities. Feb. 1 Kathryn N. Morgan becomes curator of rare books at the University of Virginia's Alderman Library, Charlottesville.

Katherine Poole recently began serving as visual collections librarian at the Massachusetts Institute of Technology's Rotch Library of Architecture and Planning.

Michael Llywelyn Price has been named librarian and executive director of the Providence (R.I.) Athenaeum.

Oct. 2 Jean Rick began heading the Reference Department of West Texas State University's Cornette Library, Canyon. Derrie Roark is now dean of learning resources at Hillsborough Community College, Tampa, Fla.

The new president-elect of the American Society for Information Science is Tefko Saracevic.

Lee Ann Shain now directs Fitzgerald-Ben Hill County (Ga.) Library. Marilyn Sharrow is now president-elect of the Association of Research Libraries.

Bryan Stack has been named government documents/ technical services librarian at the University of Nebraska/Omaha Library.

Christine E. Thompson was recently appointed to the library school faculty of the University of Wisconsin/ Milwaukee.

At Florida State University library, Tallahassee, Lori Smith Thornton now serves as assistant university librarian in the Documents Department.

Oct. 1 Theresa A. Trucksis became the first woman director of the Public Library of Youngstown and Mahoning County, Ohio.

John E. Ulmschneider recently became assistant director for library systems at North Carolina State University Library, Raleigh.

Carroll Varner is now associate university librarian for technical services at Indiana State University Libraries, Bloomington.

Karen Whittlesey-First now serves as head of copy cataloging and database management for Harvard University's Law School Library.

Lydia K. Wong is now assistant documents librarian at North Carolina State University Library, Raleigh.

Deaths

Brother John T. Corrigan, C.F.X., executive director of the Catholic Library Association from 1987 until April 1989, died Aug. 12. ☐ J. Clement Harrison, whose career in library education included service at the School of Librarianship, Manchester, U.K.; the University of Illinois/Urbana; the University of Pittsburgh, Pa.; and Dalhousie University, Halifax, N.S., died Sept. 15. ☐ J. Wallace Hopkins, 58, chair of the American Library of Paris' Board of Trustees since 1987, died Aug. 27. ☐

Career LEADS

american libraries classified ads

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LATE JOB NOTICES

BEGINNING DEC. 11, call 312-944-6780 x326 for Jan. issue. <u>Listings taken AS SPACE PERMITS</u>. 20 lines maximum (approx. 50 spaces per line).

CHILDREN'S LN. Salary range \$26,016-\$29,639. Westchester County Pub. Lib. seeks enthusiastic prof. to provide reader service & special programs for busy children's dept. MLS req'd. Ln. I civil service position. Excellent benefits. Send resume to: Director, Harrison Pub. Lib., Bruce Ave., Harrison, NY 10528.

2 POSITIONS. Muskingum Col., a residential, Presbyterian-related, liberal arts col., seeks candidates for 2 tenure-track fac. positions at Asst. In. level: 1) to direct media ctr.; 2) to provide ref. & bibl. instruc. services. Both positions req. 10-mo. service & shared evening & weekend resp. ALA-MLS req'd.; additional master's in subj. discipline pref. Sal. \$21,000 min. Send ltr., vita, & names of 3 ref. by Feb. 1, 1990, to: Robin Hanson, Dir., Muskingum Col. L., New Concord OH 43762. EOE.

BRANCH LN. Lib. located in Patrick County, Va., 15 minutes from scenic Blue Ridge Pkwy. & near recreational areas. New lib. to be completed by fall 1990. Become a part of a dynamic & growing system serving 100,000 people, w/2 concurrent bldg. projects. CLSI fully automated system. Must have ability to establish & maintain ldrshp. & working relationships w/staff & general public; be computer literate. Pub. lib. exp. des. Supervise 5 staff members, one bookmobile. Salary: \$23,988 + relocation allowance. Competitive fringes. ALA-accred. MLS req'd. Position available Jan. 15, 1990. Appls. accepted until position is filled. Apply to: Betty M. Wooldridge, Director, Blue Ridge Reg'l. Lib., POB 5264, Martinsville, VA 24115; 703-632-7125. EOE.

LIB. TECHNICAL SERVICES ADMIN. \$38,293-\$60,320. Resp. for managing all of lib.'s technical services operations; acqs., cataloging, mat'ls. processing & distribution & lib. automation projects. Staff includes 38 prof., paraprof. & clerical employees. Reqs. a master's in lib. sci.; 5 yrs.' exp. as a ln. (incl. 2 yrs.' supervisory exp.) is preferred. Appls. will be accepted until position is filled. For appl., contact: City of Phoenix, Persnl. Dept., 135 N. 2nd Ave., Phoenix AZ 85003; Attn: Bob Richardson; 602-262-6277. AA, EEO, H employer.

REF. SERVICES MANAGER. Corpus Christi Pub. Libs. seek a dynamic person to manage all aspects of ref. services at central lib. Selects, trains, supervises, & evaluates ref. staff & develops annual plan of ref. svcs. Person selects all mat'ls. for ref. division, assists w/development of adult collec., & participates in development of branch ref. svcs. Extensive knowl. of traditional & automated ref. sources + understanding of innovative trends & technologies in ref. is essential. Must be able to manage staff & allocate resources efficiently. ALA-accr. master's + 2 yrs.' directly related exp. req'd. Corpus Christi is a coastal city of approx. 264,000 on the Gulf of Mexico. Appt. sal. range starts at \$28,176. Send res., transcript, & ltr. of interest to: Aubrey George,

Corpus Christi Pub. Libs., POB 4992, Corpus Christi, TX 78469. The City of Corpus Christi is an EEO employer.

2 OPPORTUNITIES. Atlanta area serving 218,00. HQ for 14 branches. 1) COORD. OF AUTOMATED SERVICES. IRM systems. Extensive automation. Assists dir. w/various appls. Programming skills & lib. exp. req'd. Sal.: \$30,000 min. 2) PUBLIC SERVICES LN. Assignments in ref., circ., & other areas. Sal. \$25,000 min. Jobs req. MLS, Ga. cert. (obtainable), positive attitude, & interpersonal skills. Excellent ben. To be considered, send res. w/ complete ref. & sal. history. Incl. ph. nos. of people familiar w/your work. Mail to: Walter Murphy, Exec. Dir., Flint River Reg'l. L., 800 Memorial Dr., Griffin GA 30223. EOE.

ASST./ASSOC. PROF. Southern Conn. State U. is seeking an asst./assoc. prof. for the School of Lib. Sci. & Instructional Technology for fall 1990. MLS req'd. Degrees in instruc'l. technology or info. sci. to PhD level & relevant exp. preferred. Teach grad. & undergrad. courses on & off-campus in instruc'l. technology & lib. sci. Sal.: Asst. Prof. \$28,000-\$39,284; Assoc. Prof. \$35,000-\$47,932. Apply to: Emanuel T. Prostano, Dean, School of Lib. Sci. & Instruc'l. Technology, Southern Conn. State U., 501 Crescent St., New Haven, CT 06515; 203-397-4532.

BIBL. INSTRUC. LN., Gallaudet U. Continue development, implementation, & eval. of comprehensive BI for univ. community (incl. undergrad. & grad. students, fac., & staff) & to continue integrating lib.-sponsored instruc. programs into flow of univ. instruc. Also coord. dept. pubs. & share in online search resp. & staffing of ref. desk. Reqs.: ALA-MLS, exp. in BI, excellent interpersonal & English-lang. skills, skill in sign lang. or willingness to learn & demon. competence. Gallaudet U. provides extensive, free sign lang. training during workday as needed. Gallaudet U., the only univ. for the deaf in the world, is a unique inst. offering degrees from bachelor's to doctorate, & boasts most comprehensive lib. collec. on deafness in existence. Its approx. 2,000 students come from across the U.S. & abroad & represent a mixture of bkgrds. & interests. Sal. \$28,611 + excellent ben. Review of appls. begins Jan. 22, 1990. Send ltr. of appl. & res. to: Gallaudet U. Persnl. Office, Col. Hall, Rm. 7, 800 Florida Ave. NE, Washington DC 20002. EOE, M/F.

PUBLIC SERVICES LN. for pub. lib. located near New Orleans. Duties incl. ref., circ., programming, & staff supvsn. Reqs. ALA-MLS. Some knowl. of automation pref. Sal. range \$19,110-\$24,180. Apply to: Garland Stother, St. Charles Parish Lib., POB 949, Luling LA 70070.

REF. LN. for busy lib. in north suburban Chicago area.
Resp. for this entry-level position incl. ref. assistance, readers' advisory, & collec. development. Candidates must possess ALA-MLS, strong interpersonal & communication skills, & a commitment to public service.
Salary range \$21,000-\$28,000. Send letter of appl. detailing qual. & resume by Jan. 15, 1990, to: Juliann Janovicz, Hd. of Ref., Winnetka Pub. Lib. District, 768 Oak St., Winnetka, IL 60093.

LATE JOB NOTICES CONTINUED ON PAGE 1070.

LATE JOB NOTICES CONTINUED FROM PAGE 1069.

REF. COORDINATOR, Olympia, Wash. Timberland is a 5-county lib. district bordered by the Pacific Ocean, Puget Sound, plus Cascade & Olympic Mountains. Retirement of long-term incumbent has created an opening for a dynamic person to manage district-wide ref. services program for our 27 libs. Staff includes 4 other ref. lns. Salary \$31,140-\$34,804 to start. ALA-accred. MLS; 5 yrs.' prof. ref. ln. exp., w/2 yrs.' supervision exp. Pre-interviews can be conducted at ALA Midwinter. Appls. rec'd. by Jan. 16, 1990, will be considered first. Send appl. letter, resume, 3 ref. contacts to: Bill Scherr, Human Resources Mgr., Timberland Reg'l. Lib., 415 Airdustrial Way SE, Olympia, WA 98501. AA, EOE, M/F/H/V. Minorities are encouraged to apply.

REF. LN. Gallaudet U. seeks info. resources ln. to coord. ref. svcs., incl. scheduling of prof. staff, supvsg. info. desk students, & developing/maintaining ref. collec. Will also participate in online searching, bibl. instruc., general collec. development & other pub. svc. duties. Requirements: ALA-accred. MLS, ref. & supvsy. exp., excellent interpersonal & English-lang. skills, skill in sign lang. or willingness to learn & demon. competence. Gallaudet U. provides extensive, free sign lang. training during the workday as needed. Gallaudet U. is the only univ. for the deaf in the world. As a unique inst. offering degress from bachelor's to doctorate, Gallaudet boasts the most comprehensive lib. collection on deafness in existence. Its approx. 2,000 students comes from across the U.S. & abroad & represent a mixture of backgrounds & interests. Sal.: \$28,611 + excellent benefits. Review of appls. will begin on Jan. 22, 1990. Send ltr. of appl. & res. to: Gallaudet U., Personnel Office, Col. Hall, Room 7, 800 Florida Ave. NE, Washington, DC 20002. EOE, M/F.

CHIEF LN., Museum Support Center Branch, Smithsonian Institution Libs. Exp'd. In. to provide ref. service & administer collections in support of scientific staff engaged in research in the natural sciences, museum conservation science, & related fields. Highly service-oriented; demonstrated knowl. of & exp. w/ref. tools in the natural sciences or mat'l. conservation sciences & lit. searching on commercial databases. ALA-accred. MLS preferred. Salary range: \$28,852-\$34,580, depending on exp. & qual. Appls. must be rec'd. by Dec. 15 by: Office of Personnel Administration, Branch 3, POB 23294, Washington, DC 20026-3293. The Smithsonian Institution is an EEO employer.

ASST. DIR. OF THE LIB., Clinch Valley College of the Univ. of Va. Duties incl. supervision of public services dept. incl. ref., circ., interlib. loans, bibl. instruction, & online database searching. Supervision of staff & student assistants. Teaching of lib. sci. courses req'd. Share evening duties w/other lns. An MLS from an ALA-accred. univ. is req'd. Exp. in a college lib. preferred. Must have ability to work & communicate effectively w/staff, faculty, & students. Salary range is \$27,000-\$31,000. Lib. houses approx. 120,000 volumes. Appls. will be accepted until position is filled. Review process will begin Jan. 22, 1990. Send letter of appl., res., transcripts, & 3 letters of recommendation to: G. E. Culbertson, Office of Vice Chancellor, Clinch Valley College, Wise, VA 24293. CVC is an EEO, AA employer.

REF./ILL LN., Hobart & William Smith Colleges. Entry-level position. Manage all aspects of ILL: operation of systems, supvsg. student workers & clerk; assisting students & fac. in ref.; providing lib. orien./bibl. instruction, online searching, collec. development, & book selection; assist in development of research aids & other lib. publications. Regs.: ALA-MLS. Preprof. or prof. exp. pref.; ref. exp. &/or significant courses desirable; abil. to deal effec. w/students & fac. necessary. \$22,500-\$27,500; one-yr., indefinitely renewable appt., no tenure or sabbatical; 12-mo. yr., one mo.'s vacation; TIAA/CREF; participation in group medical, life, hospital insurance. Position available Jan. 2, 1990. Send cover

ltr., res., names/adds. of 3 ref. to: Paul W. Crumlish, Ln., Warren Hunting Smith Lib., Hobart & William Col., Geneva NY 14456. Hobart & William Smith Colleges are EO, AA employers.

CHILDREN'S LN. (entry position), Monmouth County Lib.
Rapid advancement up career ladder within children's
dept. Flexible hrs., independence, stimulating environment. Lib. located one hr. from New York City in pleasant suburb on the New Jersey shore. MLS req'd. \$21,571
per yr. beginning salary. Write to or call: Constance
Lyons, Coord. of Children's Services, Monmouth County
Lib., 125 Symmes Dr., Manalapan, NJ 07726; 201-431-7227.

2 POSITIONS. Flint Pub. Lib., a school dist. lib. offering a wide range of unique & innovative services & programs to a diverse community of 159,000 (70 miles north of Detroit) has 2 vacancies. 1) REF. DEPT. HEAD. Resp. for 5 prof.; includes genealogy, local history, & gov't. documents. 2) CHILDREN'S DEPT. HEAD. Resp. for services to children & young teens, 2 profs. Both positions req. an enthusiastic person w/an MLS degree & at least 5 yrs.' prof. exp., proven supvsy. & ldrshp. skills, knowl. of microcomputer appls., good communication skills, & strong public service orien. Starting sal.: \$839 weekly. Excellent fringe benefits. Appl. deadline Dec. 28. Preliminary interviews may be conducted at Midwinter in Chicago. Send letter of appl. & resume to: Ledell Watson, Personnel Consultant, Flint Board of Ed., 923 E. Kearsley St., Flint, MI 48502.

PUBLIC SERVICES LN., REF. & CIRC. Entry-level position as one of 2 full-time public service profs. Time & duties split between ref. & circ. Ref.: Perform general ref. duties, incl. one evening per week; participate in bibl. instruction, database searching, & collection development. Circ.: Plan & supervise activities of the circ. dept. staffed by a half-time clerical & student assistants. Req'd.: ALA-accred. MLS. Prefer familiarity w/automated circ. systems, online searching, & some supervisory exp. Attractive benefits package. Position available immediately. Sal.: \$19,000 min. Apply w/res., ref., & transcripts to: Oakley H. Coburn, Director, Sandor Teszler Library, Wofford College, Spartanburg, SC 29303-3840. Wofford College is an EOE.

SYSTEMS LN. Temp., 12-mo., nonranked prof., grant-funded; begins 4/23/90 & subj. to continued fed. funding after 10/90. Work under direct supvsn. of Title III activ. dir. to provide support for autom. project using Innovative Interfaces systs. III system to be operational in 1990. Resp. incl. implementing functions & software releases; facilitating communications between lib. & vendor; training staff; plng. for all aspects of lib. autom. Excellent communication & interpersonal skills req'd. Sal. \$32,000. Acceptable qual.: ALA-MLS; 1-yr.'s fulltime or part-time equiv. exp. in autom. lib. system mgmt. Des. qual.: Knowl. of LC MARC cataloging or exp. in tech. svcs.; exp. in acad. lib.; exp. w/micros & in implementing autom. syst. Mat'ls. must be rec'd. by 1/19/90. Ltr. w/qual., res., names/adds./ph. nos. of 3 prof. ref. to: Dir. of Human Resources, Niagara Co. Community Col., Sanborn NY 14132. Ltr. of ref. & unofficial trans. req'd. of interviewee at time of interview. Interviewees must provide own travel resources. As AA/EEO SUNY inst., NCCC actively seeks minority, women, & disabled applicants.

LN. I, BOOKMOBILE LN. Resp. for initiating bookmobile program serving rural & urban users of all ages. 2nd prof. in busy outreach dept. & will have primary resp. for bookmobile incl. collection development, supvsn. of driver/clerk, planning, programming, assisting w/schedules & community relations; will also assist in providing services to homebound & institutionalized. MLS from ALA-accred. school & Ohio chauffeur's license req'd. Fluency in speaking Spanish a plus. Hiring range \$18,456-\$20,412; excellent ben. incl. employer-paid health insurance. Position open immediately. Appls. accepted until suitable candidate selected. Apply to: Pauline Demaree, Director, Lorain PL System, 351 Sixth St., Lorain, OH 44052. An EEO, AA employer.

MANAGER, VISUAL ARTS DIV. Under general supervision of assoc. dir., public services, manages services & programs of lib.'s visual arts div., presently comprised of video, film, & art print collec. services. Qual. incl. grad. from accred. college or univ. in lib. school, or equiv. master's degree in media & 6 or more yrs.' successful lib. postgrad. exp., incl. special prep. for or exp. in the area of AV services. Ben. incl. life, health, & disability insurance; 25 days' annual leave, & 12 days' sick leave per year; FICA; & employer-paid pension plan. 1990 biweekly sal. range will be \$1,198.44-\$1,627.85. Deadline for appls. is 5 pm, Dec. 22. Resumes rec'd. after that date & time will not be considered. Res., incl. sal. history, should be sent to: Carolyn Wheeler,

Admin. Asst., Personnel Services, Indianapolis-Marion Co. PL, POB 211, Indianapolis, IN 46206. Interviewing of selected candidates may be arranged at ALA Midwinter.

2 POSITIONS. The School of Lib. Service (SLS), Columbia U., has 2 fall 1990 openings for tenure-track faculty positions at Asst. or Assoc. Prof. level: 1) INFO. SCI./INFO. MANAGEMENT & 2) REF./INFO. SERVICES. Positions involve teaching & directing research at MS & doctoral level. Salary, not less than \$35,000 for Asst. Prof. level, will be commensurate w/background & exp. Send appls./nominations to: Faculty Search, School of Lib. Service, Columbia U., 516 Butler L., New York, NY 10027. Columbia is an EO, AA, M/F employer.

LEADS INFORMATION

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) Late job notices are accepted by phone only, as space permits, beginning on the 10th.

GRAPEVINE weekly online job alert: All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in III. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901. Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (NOTE: AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or Requests for Proposals (Please state department and format desired):

Line-by-line: \$6/line; 25% off for ALA organizational members (\$4.50/line).

Display: Boxes, larger type, prominent format. \$60/column inch; 25% off for ALA organizational members.

Late Job Notices: \$6/line (no display ads accepted); 17% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

 Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

CAREER OPPORTUNITIES

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete Joblines, see February AL, p. 135.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; Ariz., 602-278-1327, see also Mountain Plains; ACRL, 312-944-6795; Br. Columbia, 604-430-6411; Calif., 916-443-1222 or 818-797-4602; CMLEA, 415-697-8832; (Calif.) San Andreas-S.F. Bay/SLA, 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; S. Calif./SLA, 818-795-2145; Canadian Assn. of Special Libs. & Info. Svcs./

Ottawa Chap., 613-237-3688; Colo., 303-866-6741, see also Mountain Plains; Conn., 203-645-8090; (D.C.) Metro. Wash., 202-223-2272; Del., 302-736-4748 (in Del. only, 800-282-8696); Drexel Univ., 215-895-1672; Fla., 904-488-5232; III., 312-828-0930; Ind., 317-926-6561; Institutional Libs., S. Carlson, R.I. Dept. of State Lib. Svcs., 300 Richmond St., Providence 02903; la., C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; Kans., see Mountain Plains; Md., 301-685-5760; Mich., 517-694-7440; Midwest, 317-926-8770; Mo., 314-442-6590; Mont., see Mountain Plains; Mountain Plains, 605-677-5757; Nebr., 402-471-2045, see also Mountain Plains; New Eng., 617-738-3148; Nev., see Mountain Plains; N.J., 609-695-2121; N.Y., 212-227-8483; N.Y. Chap./SLA, 212-758-6748; N.C., 919-733-6410; N.D., see Mountain Plains; Okla., 405-521-4202; Ore., 503-585-2232; PNLA, 206-543-2890; Pa., 717-234-4646; R.I., P. Stoddard, Univ. of R.I. Lib., Kingston 02881; Rural Libs., M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; S.C., Univ. of, 803-777-8443; S.D., see Mountain Plains; SLA, 202-234-3632; Tex., 512-463-5470; Utah, see Mountain Plains; Vet.

Admin. Lib. Network, 202-233-2820; Va., 703-370-7267; W. Va., call Pa. Coop. Job Hotline; Wyo., see Mountain Plains.

POSITIONS WANTED

SERIALS POSITION IN MEDICAL OR ACADEMIC LIBRARY wanted by ALA-MLS with over 15 yrs.' experience. Knowledge of all aspects of serials management including collection development and automated systems. Willing to relocate. Reply to: Box B-994-W, c/o LEADS Editor, American Libraries.

AV, BOOKMOBILE, CHILDREN'S, CIRCULATION, COMMERCE, BOOKS, GENERAL CATALOG, INSTRUCTION, MEDICAL REFERENCE—Quick study will work your front desk or back shop. 1–9 mos., Feb. 15–Nov. 15. Salary + one mo.'s advance; call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721

POSITIONS WANTED cont'd. on next page.

YOUTH SERVICES LIBRARIAN (ALA-MLS), 6 yrs.' + experience, including management, programming, budgeting, supervision, reference, and collection development. Seeking administrative, consulting, or youth services position in metropolitan Chicago or surrounding areas. Available for interviews before and during ALA Midwinter Meeting. Please reply to: Box B-1002-W, c/o LEADS Editor, American Libraries.

MUSIC LIBRARIAN (MLS; MA/MUSICOL-OGY). 10 yrs.' experience in both technical and public services including 3 in music reference/supervision and 2 in serials cataloging. Extensive knowledge of French and German. Eagerly seeking position in an academic or research library in the New England area beginning August 1990. Reply to: Box B-1010-W, c/o LEADS Editor, American Libraries.

MANAGEMENT POSITION WANTED—CHILDREN'S SERVICES. Experienced in fundraising and outreach. Strong commitment to service to the disabled community. Regular contributor to School Library Journal. Creative, energetic, and flexible; enjoy working with children. References. Progressive library/competitive salary, please. Reply to: Box B-1004-W, c/o LEADS Editor, American Libraries.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 17 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$23,310
Indiana	varies*
lowa	\$19,619
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$27,554*
New Hampshire	\$17,500
New Jersey	\$22,000
New York	varies*
North Carolina	\$20,832**
Ohio	\$20,024
Pennsylvania	\$23,700*
Rhode Island	\$22,500
South Carolina	varies*
Vermont	\$20,500
West Virginia	\$20,000
Wisconsin	\$23,700

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

**North Carolina State Library's recommendation is only for public librarians.

INFORMATION LIBRARIAN. Educator with respectable publication record and solid practical experience in public and academic libraries seeks position in public/academic/special/library school as teacher, practitioner, or both. Strong emphasis on communication skills and microcomputer applications. Over a decade of successful teaching experience. Particularly knowledgeable in reference, management, planning, and project/workshop development, initiation, coordination. Collegial environment a must! Requests for further information should be directed to: Alan R. Samuels, PhD, 3107 Skylark Dr., Columbia, MO 65203; 314-443-5099 or 314-882-9549.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant catalog librarian, South Dakota State University (12-mo., tenure-track). Open April 1, 1990. Faculty position responsible for providing bibliographic control of monographic titles, series, and other materials through cataloging and classification consistent with AACR2 and LC MARC formats; utilizing OCLC in the cataloging of materials and inputting of bibliographic records into library's OPAC (PALS) system; original cataloging when necessary; providing reference service as scheduled. QUALIFICATIONS: Requirements include ALA-accredited MLS; working knowledge of OCLC, AACR2, Dewey, and LC classifications; demonstrated ability to communicate effectively; demonstrated effective interpersonal relations skills; one yr.'s professional cataloging experience; and reading knowledge of a modern foreign language. Desired: one or more yrs.' experience in original cataloging or specialized cataloging of nonprint materials and 2nd master's degree.

Salary range \$20,000—\$21,500 depending on qualifications. Application deadline: Jan. 15, 1990, or until suitable applicant is hired. Send letter of application with resume and transcripts, and have 3 recent letters of recommendation (which describe applicant's job-related qualifications) sent to: B. J. Kim, H. M. Briggs Library, Box 2115, South Dakota State University, Brookings, SD 57007. An AA, EEO employer.

Assistant librarian, Rotch Library of Architecture and Planning, MIT Libraries. Provides reference and outreach services and develops collections in one or more areas of architecture, planning, or art. Selects materials and participates in decisions regarding budget allocations, preservation, storage, and evalua-tion. Works with members of the faculty to develop specific library services to meet teaching and research needs. Serves as librarian manager of the local technical services section, with overall responsibility for the effectiveness of the unit; for coordinating its functions with those of other library units; and for promoting a work environment that encourages the competency and well-being of the section's staff members (3.5 FTE and student assistants). Supervises and works with section head to manage local acquisition of monographs and serials, periodicals receipt and claiming, cataloging of special-format local collections, and retrospective conversion projects. *QUALIFICATIONS:* ALA-accredited MLS required. Related professional experience preferred. Some supervisory experience desirable. Undergraduate degree in architecture, planning, or art desirable. Candidates must be able to demonstrate well-developed interpersonal skills and the ability to communicate well in groups and with faculty, students, and peers. Hiring salary range: \$22,000–\$24,000. MIT Libraries offer excellent benefits, including tuition assistance, children's scholarship program, and a relocation allowance.

University of California/ Santa Barbara

Assistant University Librarian for Personnel. Coordinates recruiting, career development, performance appraisal, and personnel policies and procedures for 62 librarians, 150 nonacademic staff, and 350 student employees. Manages library personnel office and implements affirmative action. Familiarity with government regulations affecting employment, experience with collective bargaining, good communication skills. REQUIRES MLS or relevant library experience and education, experience in management or related personnel fields, preferably in an academic environment. Salary range is \$44,100–\$70,100. Send resume by Feb. 1, 1990, to: Joseph Boisse, University Librarian, University of California/Santa Barbara, Santa Barbara, CA

UCSB is an affirmative-action, equal-opportunity employer.

Proof of U.S. citizenship or eligibility for U.S. employment
required prior to employment.

Lyndon State College Lyndonville, Vt.

DIRECTOR OF LIBRARY. Tenure-track faculty position sought for Samuel Read Hall Library. Starting date: July 1, 1990. Salary \$26,000-\$29,000.

Undergraduate college with 1,100 students located in Lyndonville in the northeast section of Vermont.

Successful candidate will be responsible for overall management, including staff supervision (8) and budget, for a service-oriented academic library, and will plan and coordinate development of a diverse collection. Duties in the 12-mo. position include some evening and weekend reference work and coordination of expansion of a DRA-automated system and development of other technologies. Library expansion planned in near future.

REQUIRED QUALIFICATIONS INCLUDE: MLS from ALA-accredited program; 3 yrs.' library administrative experience; substantial familiarity with public and technical services automation, preferably Data Research Associates. 2nd advanced degree preferred.

Lyndon State College is proud of its tradition of providing personal and individual attention to students. Successful candidates for faculty, staff, or administrative positions are those who share in our commitment to students as our first priority.

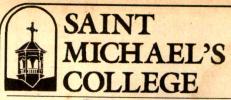
Send resume and letters of reference by Feb. 1, 1990, to: Perry Viles, Academic Dean, Lyndon State College, Lyndonville, VT 05851.

AA, EOE

Review of resumes will begin in January and continue until the position is filled. In terested candidates should send a resume and the names and addresses of 3 current, confidential references to: Search Committee for Assistant Rotch Librarian, The Libraries. Room 14S-216, Massachusetts Institute of Technology, Cambridge, MA 02139. MIT is an equal-opportunity employer with an affir-mative-action plan and welcomes applications from qualified women and minority candi-

Assistant university librarian, personnel. Coordinates recruiting, career development, performance appraisal, and personnel policies and procedures for 62 librarians, 150 nonacademic staff, and 350 student employees. Manages library personnel office and implements affirmative action. Familiarity with government regulations affecting employment, experience with collective bargaining, good communication skills. REQUIRES MLS or relevant library experience and education, experience in management or related personnel fields, preferably in an academic environment. Salary range is \$44,100–\$70,100. Send resume by Feb. 1, 1990, to: Joseph Boisse, University Librarian, University of California, Santa Barbara, CA 93106. UCSB is an affirmative-action, equal-opportunity employer. mative-action, equal-opportunity employer.
Proof of U.S. citizenship or eligibility for U.S. employment required prior to employment.

Associate dean, University of New Mexico General Library. Faculty position. The Univer-sity of New Mexico General Library offers an exciting opportunity for someone with vision, energy, and enthusiasm. We are looking for the person who can provide leadership in an academically active and politically dynamic environment. The associate dean works as a member of the library management team, providing leadership from within through a collaborative approach to decision making. The challenge of this position is in the creativity it will require, not in the authority it provides. The associate dean needs to be willing to take risks, inaugurate new concepts, and stimulate and facilitate programmatic innova-tion and change. At the same time, the as-sociate dean must have the knowledge and experience to serve as a resource person for traditional approaches to library operations, programs, and services. The associate dean is expected to take the lead in strategic planning, library mission enhancement, grants coordination, and the electronic information functions of the library. He/she is responsible for the internal operations which provide the foundation for the library's bibliographic, educational, and service programs. The associate dean serves as acting dean in the dean's absence. The associate dean will need to be effective in the role of project team leader and work collegially with individuals throughout the organization. Excelent communication skills are necessary for the posi-tion. The proven ability to establish and maintain relations with internal and external constituencies is crucial as is the stature to serve as one of the library's primary links with the university, local, state, and national library communities. *REQUIRED*: MLS from ALAaccredited program. 2nd advanced degree desired. At least 5 yrs. professional experience. The General Library, with a collection of over 1.3 million volumes, is a member of the Association of Research Libraries and the AMIGOS Bibliographic Council. The General Library consists of 5 libraries, the Center for Southwest Research, and the Center for Academic Program Support, all located on the main campus. The General Library utilizes the LS/2 circulation system, INNOVACQ acquisitions and serials control system, and Carlyle online catalog. The library is administered and managed by the library management team (LMT), which includes the directors, department heads, dean, and associate dean. The library management team practices humanistic management by teamwork. LMT makes broad operational, personnel, and budgetary decisions while leaving considerable latitude



Reference Librarian

Saint Michael's College is a Catholic liberal arts and sciences college of 1,700 undergraduate and 500 graduate students, as well as, a large international student body. Applications are invited for the position of reference librarian with specialization in library instruction. Responsibilities include designing and managing a library instruction program and traditional reference duties such as assisting in identifying and retrieving information, helping in developing computer search strategies and preparation of specialized bibliographies and reports. Individual hired will share coverage of 100 hour per week service schedule.

Requirements include graduate degree from an accredited library school and two year's professional experience in bibliographic instruction in an academic or large public library. Applicant should have ability to type, use computer terminal (OCLC), some acquaintance with on-line database searching and competence in at least one modern foreign language. Excellent communication and public relations skills are essential. Salary \$19,000- Opportunity/ \$25,000. Send resume with three professional references Affirmative by January 1, 1990 to Director of Personnel, Saint Michael's Action College, College Parkway, Colchester, Vermont 05439

Employer

to individual library directors and departments in managing their operations and in fulfilling their specific responsibilities. The library is a process-oriented system and many of its operations, programs, and services are evolving in innovative directions. The library is an active presence in university affairs, with a real part in educational reform. It is expanding its role in research, teaching, university program development, and specialized services. The librarians at UNM have tenure-track positions with full faculty status and responsibilities. Like all other faculty members, the associate dean must be able to meet university requirements in areas of research, publication, and service in order to earn promotion and tenure. The University of New Mexico is now in its centennial year. New Mexico is now in its centennial year. Located in Albuquerque, the main campus has an enrollment of 24,500 and employs 1,400 faculty and 3,800 staff. The institution serves a multicultural state, and the student body is one of the most ethnically diverse in the nation. The library strives to serve and support this culturally rich environment. UNM offers 54 master's degrees and 35 doctoral and professional degree programs. Salary is and professional degree programs. Salary is negotiable from \$50,000. This is a 12-mo., tenure-track faculty position. Rank is negotiable from Assistant Professor. It is assumed that the incumbent in the position will comply with the policies of the *Faculty Handbook* including research, publication, and service to the profession and community. **To ensure** consideration, applications must be post-marked no later than Jan. 15, 1990. Send letter of application, resume, and list of refer-ences to: Rita Critchfield, Library Personnel Specialist, University of New Mexico Gen-eral Library, Albuquerque, NM 87131. UNM is an EEO, AA employer.

Business librarian, University of California Irvine Library. Assistant or Associate Librarian rank salary range of \$26,136–\$46,020; generous benefits package equal to approximately 40% of the salary; excellent retirement system. RESPONSIBILITIES: Reports to the

head of reference and as a bibliographer reports to the assistant university librarian for collections; general and specialized reference services (including evening and weekend assignments); reference desk assistance, database searching, and bibliographic instruction; faculty liaison and collection development for business and management. As a bibliogra-pher, the incumbent shares with the assistant university librarian for collections and other bibliographers the responsibility for development and management of all library collec-tions, with special responsibility for developing and maintaining materials to support the research and instructional needs of faculty and students in the Graduate School of Management. QUALIFICATIONS REQUIRED: ALA-accredited MLS degree; degree in business or management, or relevant experience; demonstrated commitment to public service; excellent oral and written communication skills; ability to work effectively, independently, cooperatively with all elements of a culturally diverse academic community; basic computer literacy. *Desirable:* Additional graduate degree in business or management; experience in collection development, bibliographic instruction, database searching; experience as a business or management librarian in an academic library. Applications received by Jan. 15, 1990, will receive first consideration, but applications will continue to be accepted until the position is filled. TO APPLY: Send application letter with 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) the names, addresses, and telephone numbers of 3 references. Letters should be addressed to: Anne Rimmer, Library Personnel Office, University of California/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115. AA, EEO.

Catalog librarian at Arizona State University, which offers the opportunity to work within the environment of an innovative and highly automated research library. RESPON-SIBILITIES INCLUDE cataloging in the social sciences and/or humanities, dependent on

University of Washington New Branch Campuses Librarian Positions

The University of Washington will open 2 metropolitan, upper-division nonresidential branch campuses in the fall of 1990. One campus will be located in the Bothell-Wodinville area, north of Lake Washington; the other will be in the Tacoma area. Each campus will initially enroll approximately 400 students. Campus enrollments are expected to increase in the 1990s to accommodate several thousand students at each campus. The initial degree offering will be a bachelor of arts in liberal studies, with a comparative cultures emphasis. Additional programs in engineering, business, and nursing are planned. The university is recruiting qualified candidates for a head librarian and one half-time public services librarian for each branch campus library.

In addition to providing the full range of academic library services, branch campus librarians will be expected to take an active role with faculty in curriculum design and in assisting students to complete successfully an interdisciplinary curriculum requiring proficiency in the assembly and analysis of information. The student bodies will be ethnically and culturally diverse; most students will be employed, with an average age in the early 30s. Accordingly, library services will be offered initially weekday afternoons and evenings, and weekend days.

EACH OF THESE POSITIONS REQUIRES an individual with superior oral and written communication skills, and with the ability to work collaboratively in a team setting. A graduate degree from a program accredited by the American Library Association is required for each of these positions.

Librarian positions will start July 1, 1990, with a one-week branch campus orientation in April 1990. First day of instruction is Oct. 1, 1990. Branch campus head librarian salaries will be \$26,000 minimum; half-time public services librarian salaries will be \$12,000 minimum.

Screening of applications began Dec. 1, and will continue until positions are filled. Early application is advised.

Complete position descriptions and applications can be obtained by contacting:

Eleanor L. Chase
Acting Personnel Librarian
University of Washington Libraries
FM-25
Seattle, WA 98195-0001
206-543-1760

Qualified women and minority candidates are encouraged strongly to apply.

departmental needs and the subject and language background of the successful candidate; participation in the planning, governance, and general management of the department of original cataloging and special languages; and potentially, the training and supervision of classified staff. REQUIRED: ALA-accredited MLS degree; broad academic background in the social sciences and/or humanities; knowledge of AACR2, LCSH, LC classification system, and MARC formats; demonstrated interpersonal and communication skills; ability to catalog accurately materials in any Roman alphabet language. Preferred: Original cataloging experience in a research library (either professional or preprofessional); experience with a bibliographic utility; supervisory and training experience; ability to work with materials in Southeast Asian languages. Salary: \$21,000 and up, dependent on qualifications (but essentially an entry-level position). Recruitment will remain open until the position is filled, with review of applications beginning Jan. 15, 1990. TO APPLY: Send letter of application, resume, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Associate Dean of University Libraries, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417. ASU is an affirmative-action, equal-opportunity employer.

Catalog librarian, East Asian-language materials, University of California/Irvine Library. Assistant to Associate Step IV salary range of \$27,360-\$39,276 (as of Jan. 1, 1990). Generous benefits package equal to approximately 40% of the salary; excellent retirement system. RESPONSIBILITIES: Reports to the head of cataloging. Cataloging of East Asian-language materials and English in all subject areas, in books and other formats. QUALIFICATIONS required: ALA-accredited MLS degree; degree in one or more areas of East Asian studies; demonstrated Chineselanguage skills, including writing Chinese

characters; excellent communication skills in English; demonstrated supervisory skills, a minimum of 3 yrs.' cataloging experience using AACR2 and LC classification and subject headings; ability to work with various romanization schemes; ability to work effectively, independently, and cooperatively with all elements of a culturally diverse academic community; basic computer literacy. Desirable: Working experience with OCLC or RLIN CJK workstations; reading and writing skills in Japanese. Applications received by Jan. 3, 1990, will receive first consideration, but applications will continue to be accepted until the position is filled. TO APPLY: Send application letter with 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) the names, addresses, and telephone numbers of 3 references. Letters should be addressed to: Anne Rimmer, Library Personnel Office, University of California/Irvine, POB 19557, Irvine, CA 92713; 714-856-7115. AA, EEO.

Catalog librarian. Responsible for original cataloging, catalog maintenance, participation in planning for an online integrated catalog, and supervision of support staff. Thorough knowledge of cataloging procedures and principles is mandatory. Familiarity with microcomputers; a working knowledge of Spanish, French, German, or Italian; and professional technical services experience are desirable. This is a 10-mo., tenure-track faculty position at the rank of Instructor or Assistant Professor, depending on the qualifications of the successful candidate; a master's degree in library science from an ALA-accredited library school is required; an additional graduate degree and evidence of scholarly work will be necessary to obtain tenure. Minimum salary is \$25,000. Position is available Sept. 1, 1990. Send resume and the names of 3 references to: David H. Eyman, College Librarian, Skidmore College, Saratoga Springs, NY 12866. An equal-opportunity employer.

Catalog librarian (search extended), Ryan Memorial Library, St. Charles Borromeo Seminary. The library supports the study and research of students and faculty in a college, theologate, and school of religious studies located in suburban Philadelphia. RESPON-SIBILITIES INCLUDE: original and copy cataloging of all library materials (including rare books and AV media) using AACR2, LCC, LCSH, and OCLC; maintenance of library card catalogs, including authority control; maintenance of serial holdings data on OCLC Union List; supervision of book processing operations; assisting library patrons in the use of the library catalogs and collections, including regular evening reference service; participation in planning for library automation. QUALIFICATIONS: master's degree in library or information science, with BA in humanities or background in theology preferred; thorough knowledge of AACR2, LCC, LCSH, and MARC formats; appropriate professional-level experience in an academic library; ability to work independently and take responsibility for problem identification, analysis, and resolution; reading knowledge of at least one European language; excellent interpersonal and communications skills. Salary range \$19,950-\$24,950, depending on qualifications. Excellent fringe benefits including 20 days' vacation, 11 paid holidays, fully paid medical and disability insurance, and pension plan. Position available immediately; applications received by Dec. 29 will receive first consideration. Send letter of application, resume, and names of 3 professional references to: Lorena A. Boylan, Direcromeo Seminary, 1000 E. Wynnewood Rd., Overbrook, PA 19096-3012. EOE.

Catalog librarian (search reopened). Performs original and adaptive cataloging according to AACR2, OCLC, and LC standards; creates and maintains records in card and online files; participates in formulating cataloging policies and procedures; assists with training personnel; develops and recommends authority control procedures and resolves authority problems. QUALIFICATIONS: MLS from an ALA-accredited library school; academic library cataloging experience with AACR2 and LC classification desirable; knowledge of OCLC and other automated systems desirable; knowledge of online authority control systems desirable; working knowledge of a Western foreign language, preferably German. Minimum salary \$20,316. Position will remain open until filled. Initial review of applications will begin Jan. 15, 1990. Send letter of application, resume, and 3 letters of reference to: Personnel Office, Box 1184, Washington University, One Brookings Dr., St. Louis, MO 63130-4899. Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

Cataloger. Catalogs new titles in all formats and languages using AACR2, LC classification, subject headings, rule interpretations, and MARC tagging. Assists with special projects. The library uses OCLC and has an online catalog. Librarians hold faculty status and are expected to meet performance requirements for scholarship and service. REQUIRED: MLS degree from ALA-accredited program or an equivalent combination of relevant education and experience; knowledge of AACR2 cataloging, LC classification, LC subject headings, and MARC tagging. Preferred: Cataloging experience in an academic or large public library. SALARY AND BENE-FITS: Salary commensurate with qualifications and experience; \$21,000–\$22,700 salary range; 12-mo. appointment, 22 days' vacation, sick leave, group health insurance, state and TIAA/CREF retirement plans, no state income tax. ENVIRONMENT: The University of Wyoming is the only 4-year institution of

higher education in the state; 9 colleges and schools form the foundation for its education and research programs. The university, a land-grant institution, has placed special emphasis on a number of cross-disciplinary programs. The university's library collections total over 980,000 volumes with some 40,000 volumes added annually. Laramie, a city of 25,000 located 130 miles northwest of Denver, offers a reasonable cost-of-living and the friendly, relaxed atmosphere of a small city combined with the cultural and community activities associated with the university. Mountains, trout streams, glacial lakes, scenic hiking, and skiing are within an hour's drive. DEADLINE FOR APPLICATION: Preference will be given to applications received by Jan. 15, 1990. TO APPLY: Send resume and the names of 3 professional references to: Janet Hazelton, Assistant Director for Administrative Services, University of Wyoming Libraries, Box 3334, Laramie, WY 82071-3334. The University of Wyoming is an equal-opportunity, affirmative-action institution.

Cataloger, monographs. A tenure-track faculty position reporting to the principal cataloger. PRIMARY JOB DUTIES INCLUDE original and some complex copy cataloging of monographs representing a variety of formats, languages, subjects, and levels of difficulty. Cataloging is performed on OCLC for inclusion in the CARL (Colorado Alliance of Research Libraries) database and regional net-work. Standards in use include AACR2, LCSH, and LC classification. REQUIRE-MENTS: Master's degree from an ALA-ac-credited library school, with substantial con-centration in cataloging and technical ser-vices: hibliographic knowledge of at least one vices; bibliographic knowledge of at least one modern European foreign language; potential for research and scholarly/professional achievement. Desirable qualifications: Competency in Spanish; cataloging or cataloging-related experience, preferably in a research library; familiarity with MARC bibliographic and authorities formats; experience with a variety of materials formats; some background in the natural sciences; experience in applica-tion of library automation, including use of networks and local systems; evidence of research and scholarly or professional achievement. Salary range: \$23,000-\$25,000. Faculty perquisites include support for scholarly/professional activity, TIAA/CREF, and liberal vacation and sick leave benefits. Application deadline: Jan. 15, 1990. Send letter of application addressing qualifications for the position, resume, and names, addresses, and telephone numbers of 3 references to: Joan S. McConkey, Assistant Director for Adminis-184, University Libraries, Campus Box 184, University of Colorado at Boulder, Boulder, CO 80309-0184. The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, mem-bers of ethnic minorities, and disabled indi-

Conservation specialist, Ohio University. RESPONSIBILITIES: Supervises and trains 1.5 FTE and student assistants in applying various conservation repair treatments for both circulating and special collections. Evaluates treatment needs of repair candidates; determines and performs treatment using conservation procedures, materials, and documentation. Inventories and recommends purchase of equipment and supplies. Assists department head with environmental and collection condition studies and disaster response. Reports to the head, preservation department, and works closely with other staff throughout the library and university community. QUALIFICATIONS: Bachelor's degree or equivalent combination of education and experience. At least 2 yrs.' bench experience or formal training in conservation repair or binding. Knowledge of conservation tools, principles, and techniques required. Previous supervisory experience in a production-orien-

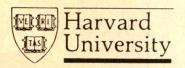
Cataloger, German Language Monographs Cataloger, Serials

Applications are invited for two Cataloger positions in Widener Library, which houses the central research collection for the Faculty of Arts and Science. Widener is an administrative unit of the **Harvard College Library**.

- Cataloger, German Language Monographs. Under the supervision of a senior cataloger, performs original cataloging of German language monographs using AACR2 and the LC Classification and subject heading system. May include revision of cataloging support activities such as copy cataloging or heading verification.
- 2. Cataloger, Serials. Under the Chief Serials Cataloger, prepares the principal bibliographic record for serials in hard copy and microform for the CONSER file in OCLC and for HOLLIS (Harvard Online Library Information System); creates HOLLIS holdings records for serials and series. Establishes name authority records for NACO and HOLLIS and generates series authority records for HOLLIS. Participates in bibliographic and holdings conversion activities relating to serials and series.

Qualifications: MLS or equivalent; knowledge of two or more West European languages (Proficiency with German required for the German Monographs cataloger and Spanish preferred for the Serials Cataloger); demonstrated knowledge of AACR2, (1988 revision); LC classification and subject headings; familiarity with OCLC and MARC formats; previous relevant experience in a research library desirable. Anticipated hiring range \$23,900–\$31,100 depending on qualifications.

To apply, please send a letter of interest, and resume to: Susan Lee, Associate Librarian of Harvard College for Personnel, Harvard College Library, Widener 98, Cambridge, MA 02138. An affirmative action/equal opportunity employer.



ted, academic environment desirable. Ability to communicate effectively in writing and orally. Salary from \$18,731, depending on qualifications and experience. Position is funded by a 3-year grant from the National Endowment for the Humanities. APPLICANTS: Send letter of application, current resume, and names, addresses, and telephone numbers of 3 references by Jan. 5, 1990, to: Conservation Specialist Search Committee Chair, 510 Alden Library, Ohio University, Athens, OH 45701. Ohio University is an EEO, AA employer.

Director of learning materials center. Reports to chief academic officer. 12-mo. position. Supervises a staff of 4 technicians and a community college library with holdings of 37,000 titles. MLS from ALA-accredited college required. Salary \$25,000—\$33,000. Located in wooded northern Michigan with excellent hunting, fishing, boating, and skiing. Starts January 1990. Application deadline Jan. 3, 1990. Write to: Dwight McIntyre, Kirtland Community College, 10775 N. St. Helen Rd., Roscommon, MI 48653.

Documents librarian. Tenure-track, 12-mo. appointment. Reports to head, documents department. Responsible for operation of libraries' programs for U.S. and Colorado documents, maps, microtext, collection development, processing services, bibliographic instruction, reference assistance, database searching, and supervision of support and student staff. REQUIRES ALA-accredited MLS degree; demonstrated experience/expertise in automated processing, including MARC format; online searching; and CD-ROM databases. Potential for meeting requirements for tenure and promotion. Prefer social science background; experience in government publications; maps; and supervision. Salary competitive, minimum \$26,000. Application deadline is Jan. 16, 1990. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Ruth Ludwig, Colorado State University Librar-

ies,106 Morgan Library, Fort Collins, CO 80523. An AA, EEO employer.

Government documents/maps librarian (new position). George Mason University, a rapidly growing university in the Washington, D.C. area, is seeking a government documents/maps librarian to manage all public service and collection maintenance operations of the government documents/maps unit. The incumbent is responsible for effective planning, organization, management, and evaluation of government documents/maps services in a highly automated and flexible environment. Shares in general reference desk service including evening and weekend rotation. ALA-accredited MLS required. Experience with government documents, reference and/or other library experience, and a 2nd master's degree preferred. Salary: \$23,500—\$28,000 depending on qualifications and experience. Application deadline is Dec. 30. Send cover letter and resume with names of 3 references to: Government Documents/Maps Librarian Appointment Committee, George Mason University, 4400 University Dr., Fairfax, VA 22030-4444. AA, EOE.

Head, cataloging department. Search extended. The University of Akron is the 3rd-largest state-assisted university in Ohio. It offers its 29,000 day and evening students more than 230 associate's-, bachelor's-, and master's-degree programs, and 14 doctoral-degree programs. University Library and Learning Resources is seeking a professional, experienced manager to effectively set priorities and direct the workflow of its cataloging department. Reporting directly to the director of University Library and Learning Resources, the head of the cataloging department supervises 6 professionals and 5 staff employees. This working manager is responsible for: coordinating the original cataloging, copy cataloging, and preorder searching of monographs, serials, government documents, media, and machine-readable data files; maintaining the database, catalog, and au-

Head, Serials Division

(new position)

The University of Washington Libraries invite nominations and applications for the new position of head, serials division.

The libraries are seeking an individual with excellent leadership skills, a strong serials background, and the ability to work in a rapidly changing environment. This is a new position and offers the opportunity to establish a new division to focus on serials services for the UW Libraries. At the time of the arrival of the new division head, serials functions will be split from an existing division. The division staff will consist of 7 librarians, 24 classified staff, and approximately 10 FTE student positions. The division will be responsible for the acquisition, cataloging, receipt, binding, and public service for 35,000 serial titles received centrally. Acquisitions have been automated and automation of serials control is under consideration. The libraries participate in CONSER and in NACO for serials.

The University of Washington Libraries consist of a main research library, the Odegaard Undergraduate Library, the East Asia Library, the Health Sciences Library and Information Center, and 17 branches. A large addition to the main library is under construction, and the head of the serials division will participate in planning for expanded space for the division.

QUALIFICATIONS: Graduate degree from a program accredited by the American Library Association required. A minimum of 5 yrs.' post-MLS experience in an academic or research library required; thorough knowledge of the principles of serials management and of current national issues in serials acquisitions and processing required; knowledge of current and past cataloging rules desirable. Experience with automated serials control and with a local online system highly desirable; experience with a national bibliographic utility required. Excellent oral and written communication skills and interpersonal skills required. Record of successful management and supervision required. Planning skills required. Strong public services commitment required; ability to provide strong leadership and to function well in a changing environment, to work effectively within a large organization, and to exercise initiative required.

SALARY: \$38,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax.

APPLICATION DEADLINE: 5 pm, Fri., Jan. 19, 1990. Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Eleanor L. Chase, Acting Personnel Librarian, University of Washington Libraries, FM-25, Seattle, WA 98195.

AA. EOE

thority files; participating in the ULLR's Department Heads' Advisory Group and serving on other standing and ad hoc committees; and planning and implementing the department's goals and budget. REQUIRED: MLS from ALA-accredited institution; at least 5 yrs.' cataloging experience in varied academic or research libraries; demonstrable successful management of a large cataloging unit; proven expertise with OCLC or other major bibliographic utilities, MARC formats, and local automated systems; thorough knowledge of AACR2, LC classification, and authority control; excellent oral, written, and interpersonal communication skills. Preferred: Record of increasing responsibility of staff supervision; experience with VTLS; budgetary experience; potential for research and evidence of scholarly/professional achievement; evidence of creative and imaginative contributions to overall library management. This is a 12-mo., tenure-track appointment at the rank of Associate Professor. It includes 22 days' vacation, standard benefits package, and a starting salary between \$33,000 and \$36,000. Application deadline is Jan. 30, 1990. Send letter of application, resume, and 3 current letters of professional recommendation to: Rebecca Kopanic, Chair, Search Committee for Head, Cataloging Department, University of Akron, Library and Learning Resources, Akron, OH 44325-1706. The University of Akron is an equal-education and employment institution.

Head, copy cataloging section. RESPONSIBLE FOR operation of the section which creates records for the online public access catalog (LCS) by editing and inputting data through OCLC (including records for items in foreign languages and non-Roman alphabets). Supervises and revises the work of 14 staff, a graduate assistant, and 10–15 student assistants. Interprets cataloging policy and practices; solves cataloging problems; works closely with other section heads to identify policy and workflow issues; gives close attention to developments of library applications of automation. Responsible for operation of department 1–2 evenings per week. Reports

to the head of the cataloging department. REQUIRED: Master's degree from ALA-accredited program; substantial experience in original cataloging; experience using OCLC or other bibliographic utilities; strong communication and interpersonal skills; flexibility to adapt to a frequently changing environment. Preference will be given to candidates with demonstrated supervisory ability. Desirable: Reading knowledge of Western European or East Asian language(s); experience with local online systems. Librarians have faculty status and responsibilities including research, publication, and service. Salary: \$28,080—\$32,640. Open until filled; applications received by Jan. 31, 1990, will receive first consideration. Apply to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210. Include names, addresses, and telephone numbers of 3 references. Qualified minority and handicapped persons are encouraged to apply.

Head, documents division (search extended). Coordinates reference and user instruction services, collection development, processing, circulation, and administrative operations including staff training. Defines goals, establishes objectives, and formulates policy for the division. Provides overall supervision and management for the documents division including 3.5 professional librarians and 6 support staff. Oversees U.S., Texas, and patent depository programs. Provides comprehensive reference services through indexes, and online and CD-ROM databases. Plans and implements addition of bibliographic records to library's NOTIS system for 3 collections: U.S. documents, Texas documents, and technical reports. Maintains liaisons with academic departments for promoting use of documents resources and services. QUALIFICATIONS: ALA-MLS. Minimum 6 yrs.' professional experience required, including experience with government documents, preferably in an academic library. Experience in planning, organization, supervision, and management required. Dem-

onstrated user-oriented philosophy required. Should be knowledgeable of automation and technical services relating to government documents. Must possess ability to communicate clearly and effectively. Should possess knowledge of issues and trends associated with government publications and their applications to local programs. Should be knowledgeable of OCLC and/or other automated bibliographic control system. Must possess ability to work with faculty, staff, and students. Salary: \$32,000 minimum for 12 mos.; \$33,000 minimum with 2nd master's. Competitive benefits package. No state income tax. Faculty rank. Texas A&M has an enrollment of 39,000 and is located in Bryan/College Station between Houston and Austin. CLOSING DATE: Applications received by March 1, 1990, will receive first consideration. Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Head, online cataloging section (search reopened). The online cataloging section head supervises personnel involved with the plans for bibliographic record searching, online cataloging of MARC monographs, and the creation of machine-readable bibliographic records for retrospective conversion. The section head supervises 6 library assistants and 3 part-time student assistants. RE-QUIRED: MLS from an ALA-accredited library school; experience with MARC formats and online cataloging. Preferred: Experience with integrated online systems; supervisory experience. Salary: \$20,000+, commensurate with experience. Applications received by Jan. 31, 1990, will be given first consideration; applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references and/or placement bureau address and salary requirements to: Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Head, public services. Provides reference services, database searching, and bibliographic instruction to faculty and graduate students at 2 seminaries and a university divinity school. Supervises circulation, reserves, and ILL. Is responsible for maintaining the reference collection. Some evening and weekend hours. *QUALIFICATIONS*: ALA-MLS; education in theology and/or religious studies; supervisory and reference experience; good communication, interpersonal, and organizational skills; experience in database searching and OCLC. *Preferred*: background in Lutheran and/or Reformed theological traditions; knowledge of biblical languages, German, other modern European languages, Salary: basd on qualifications and experience; \$24,000—, benefits. Starting date: June 1, 1990. Closing date for applications: Jan. 15, 1990. Send resume and names of 3 references to: Mary Bischoff, Director, Jesuit Krauss McCormick Library, 1100 E. 55th St., Chicago, IL 60615.

IAIMS clinical projects librarian, Health Sciences Library. The Columbia Health Sciences Library is developing new systems and services within the context of the Columbia Presbyterian Medical Center's implementation of an integrated academic information management system (IAIMS). The 5-year project for full-scale IAIMS implementation will involve library staff in developing a scholarly information system (SIS), in supporting development of a clinical information system (CIS), and in conducting research related to building and linking these systems. Reporting to the IAIMS project head, the clinical projects librarian will conduct project activities relating to the CIS, including providing assistance to authors of

CIS components. The incumbent will also participate in planning, designing, and evaluating the SIS, a group of library-related projects. Additional responsibilities include implementing training programs for Columbia-Presbyterian Medical Center systems users; coordinating library projects with related work in CPMC and the university libraries; and developing and participating in new IAIMS research and applications proposals and projects. QUALIFICATIONS ARE: A master's degree in library, information, or computer science; knowledge of computers, networking, database management, and database searching; superior verbal and written communications skills; experience or demonstrated knowledge in the areas of biomedical reference and library processes. Knowledge of biomedical terminology helpful. Salary ranges are: Librarian 1, \$27,500-\$35,740; Librarian II, \$29,500-\$39,825; Librarian III, \$32,500-\$47,125. Excellent benefits include tuition exemption for self and family and assistance with university housing. Deadline for applications is Dec. 31. Send resume, listing names, addresses, and phone numbers of 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Instruction and information services librarian, Arizona State University. To serve as a member of the creative team which is responsible for the instruction, information services, publications, and signage programs of the libraries. This is a continuing appointment track position, requiring professional development and service in addition to excellence on the job, and represents an outstanding oppor-tunity for a bright recent MLS graduate. ASU Libraries are rapidly becoming fully automated and offer a dynamic environment in which to learn and grow. *REQUIRED:* ALA-accredited MLS degree; excellent interpersonal and communication skills; ability to contribute effectively to planning and developing library service programs; aptitude for library instruc-tion and orientation; potential supervisory ability; team orientation and adaptability. Prefered: Experience in and enthusiasm for teaching, training, and instructional materials development and signage; familiarity with online public access catalog systems; strong knowledge of reference sources, including general reference and government documents; creativity and desire for innovation; computer literacy. Salary: \$21,000 and up, dependent on qualifications and experience. Recruitment will remain open until the position is filled, with review of applica-tions beginning Jan. 15, 1990. TO APPLY: Send letter of application, resume, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Associate Dean of Libraries, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417. ASU is an affirmativeaction, equal-opportunity employer.

Librarian/engineering-science in college library. DUTIES INCLUDE: reference; database searching; collection development; some technical processing; bibliographic instruction; acting as liaison between library and faculty; hiring, training student workers; overseeing processing of U.S. government documents; handling ILL. MLS from accredited library school required, undergraduate courses in science or engineering, and 2–3 yrs.' pertinent professional experience highly desirable. Salary in the \$30s; generous fringe benefits. Applications accepted until position is filled. Send letter of application, resume, and names, addresses, and phone numbers of 3 current references to: Elizabeth Vajda, Head Librarian, Cooper Union Library, 41 Cooper Sq., New York, NY 10003; 212-353-4184.

Librar instruction /reference librarian. Shared library instruction duties in technology-oriented university library. *OTHER DUTIES*:

reference desk staffing (some evening/ weekend work); online searching; collection development. REQUIRED: ALA-MLS; teaching experience; strong communication skills; experience, training, or demonstrated aptitude for library micro applications. DESIRED: academic library and online search experience. SALARY: \$19,000-\$22,000. TO APPLY: Send letter of application, resume, transcripts, and 3 letters of reference to: Central State University, Personnel Services, Edmond, OK 73034-0171.

Librarian, microcomputer specialist. The Atkins Library of the University of North Carolina at Charlotte seeks an individual who, under the direction of the associate director of the library, will have the following responsibilities: serve as the first responder to

microcomputer hardware or software problems; assist in the development of microcomputer software applications for the library; provide staff training for various types of microcomputer hardware and software; maintain the library's microcomputer software and hardware. Atkins Library is noted for its application of technology. It uses the VTLS system for its online catalog and circulation control. The INNOVACQ system is used for the acquisition of materials and serials checkin. More than 12 CD-ROM products are used in reference and other areas of the library. Over 50 microcomputers are in use throughout the library, many of which are linked through a local area network. A minimum of one yr.'s experience working with MS-DOS microcomputers is required. Experience with Apple II and Macintosh microcomputers highly

Cornell University Uris Undergraduate Library Head, Reference/Instruction Department

Responsible for the ongoing operation of the department. In consultation with the undergraduate librarian, establishes overall department policies and oversees the operations of the reference desk. Directs the activities of the bibliographic instruction program and does a major share of the actual classroom teaching. Maintains reference collection, selecting all new monographic titles, and selects current monographs for the general stack collection in specific subject areas. Serves as Uris Library's principal liaison with CUL-wide reference committees and with the reference department of the Olin Graduate Research Library. Acts as head of Uris Library in the undergraduate librarian's absence.

REQUIRED: MLS plus at least 6–7 yrs.' experience with public services in an academic library serving undergraduates (5 of these yrs. should involve reference and BI teaching); strong personal commitment to classroom undergraduate teaching essential; excellent interpersonal, written, and verbal communication skills. Desirable: Solid background in humanities and social sciences; knowledge of computer applications in reference services.

Applications due by Jan. 31, 1990, but accepted until position filled. Salary \$30,000+, depending on qualifications. Send cover letter, resume, and names of 3 references to: Ann Dyckman, Director of Personnel, 201 Olin Library, Cornell University, Ithaca, NY 14853-5301.

Cornell is an affirmative-action, equal-opportunity employer.

Purdue University Undergraduate Library 2 Positions Available

Creative, energetic, and visionary individuals sought for an evolving undergraduate library with primary mission to meet the needs of lower-division undergraduates.

- 1) Reference and Instruction Librarian. REQUIREMENTS: Master's degree in library/information science (ALA-accredited). Minimum of 3 yrs.' professional academic reference experience. Desirable qualifications: Previous experience in bibliographic instruction, supervision, collection development, online searching, microcomputer applications, and service to undergraduates. Demonstrated written and oral communication skills and ability to interact with faculty and students. RESPON-SIBILITIES: Participates in overall mission of the Undergraduate Library. Responsible for coordinating and directing the Undergraduate Library reference department and library instruction program. Supervises reference department faculty and staff. Selects materials for reference collection. Serves as liaison between Undergraduate Library and teaching faculty to promote effective use of available reference services and information literacy skills for undergraduates. Salary: \$25,000 and up, depending on qualifications.
- 2) Assistant Reference and Instruction Librarian. REQUIREMENTS: Master's degree in library/information science (ALA-accredited). Minimum of 3 yrs.' professional library experience. Desired qualifications: Previous experience in reference, bibliographic instruction, supervision, and online searching. Demonstrated written and oral communication skills. Ability to interact with faculty and students. RESPONSIBILITIES: Participates in overall mission of Undergraduate Library. Provides reference service and assists in development and delivery of Undergraduate Library Research Skills Program. Performs and interprets online searches from a variety of commercially available databases. Participates in planning process, general management support, and supervision of departmental staff. Salary: \$23,000 and up, depending on qualifications.

STATUS AND BENEFITS: Faculty status and responsibilities. Members of the library faculty must meet Purdue University requirements (excellence in librarianship, research and publishing, and service) for promotion and tenure. Rank commensurate with education and experience. 12-mo. appointment with annual vacation of 22 working days. Flexible benefit programs with open enrollments annually. Group life, medical, and disability insurance programs, TIAA/CREF, and Social Security coverage. LIBRARIES: The Undergraduate Library, with expanding collections and services in both print and nonprint formats, including the Independent Study Center and Film Library, serves approximately 6,000 students daily. The staff includes 5 librarians, 15 support staff, and 10 FTE student assistants.

DEADLINE: Jan. 20, 1990, or until position is filled. Please send resume and a list of references. APPLY TO: Thomas L. Haworth, Personnel Officer, Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.

An equal-opportunity, affirmative-action employer

references to:

Emory University General Libraries Director of Technical Services

Provides creative leadership in planning, developing, and administering the technical services division of Emory University General Libraries. Participates in overall library management and reports to the vice provost/director of libraries. The division is composed of 5 departments: catalog, catalog support, serials control, acquisitions, and processing. In areas of responsibilities, represents the libraries at the national level (e.g., RLG, OCLC). Will play a lead role in the continuing implementation of the DOBIS integrated library system; will direct a major retrospective conversion project, funded and in the planning stages; and will plan for additional creative uses of the resources of both RLIN and OCLC.

QUALIFICATIONS: ALA-accredited MLS or equivalent. Extensive experience in research libraries in increasingly responsible administrative positions sufficient to demonstrate competence in management of technical library operations. Broad knowledge of technical operations and procedures. Strongly demonstrated interpersonal skills; leadership qualities with understanding of national developments and standards in bibliographic control; experience with automated technologies and their appropriateness for library operations; good analytical, creative, and organizational skills; ability to communicate and coordinate activities with library divisions, and other libraries and departments of the university; sensitivity to information needs in a university community.

The technical services division has 44 professional and paraprofessional staff members. The collections of the General Libraries total 1.1 million volumes (over 2 million volumes for all Emory libraries), 1.2 microforms, and 6,000 linear feet of manuscripts with a growing collection of audiovisual materials. The staff totals approximately 150. Other resources are available in separate libraries for law, health sciences, theology, and Oxford College. The library materials budget of more than \$2.5 million provides for the purchase of materials for the General Libraries, which support Arts and Sciences and Business.

Salary is dependent upon qualifications and experience, but not less than \$40,000. Comprehensive benefits package, including TIAA/CREF.

Review of applications begins Jan. 1, 1990, and continues until an appointment is made. Send letter of application, resume, and the names, addresses, and telephone numbers of 3

Paul M. Cousins, Jr.
Chair, Search Committee
Robert W. Woodruff Library
Emory University
Atlanta, GA 30322

Emory University is an equal-opportunity, affirmative-action employer.

desirable. Familiarity with OCLC-MARC record formats and online bibliographic search services is necessary. Knowledge of standard word processing, spreadsheet, and database management software is required, together with knowledge of an upper-level programming language. Experience training people in the use of computers is highly desirable. Strong interpersonal and communication skills are a necessity. A master's degree is required. All other qualifications being equal, preference will be given to candidates who have a master's degree in library science from a program accredited by the American Library Association. 12-mo. contract. Minimum salary \$24,000. State-mandated benefits. Send resume and the names of 3 references by Feb. 1, 1990, to: Microcomputer Specialist, Search Committee, c/o Carole McIver, Administrative Services Librarian, Atkins Library, University of North Carolina at Charlotte, Charlotte, NC 28223. AA, EEO.

Library director. Committed to making the library a focal point of campus life; encourages staff development; and encourages innovative and forward thinking. REQUIRES MLS from ALA school; 5–10 yrs.' academic library experience; supervisory experience; knowledge of library automation; excellent oral and written communication skills; working knowledge of all library departments; and experience in resource management with a knowledge of university budgeting processes. Salary range \$42,000–\$47,000. Position available July 1, 1990. Application deadline: Jan. 15, 1990. Send letter of application, resume, and names, addresses, and phone numbers of 5 references to: Director of Human Resources Management, Northwest Missouri State University, Maryville, MO 64468. Affirmative-action, equal-opportunity employer.

Northwest encourages women and minorities to apply.

Library director. The Navajo Community College, located in northern Arizona in the foothills of the beautiful Chuska Mountains, is seeking a library director. The library contains a 45,000 volume collection including the Moser-Donner Collection. NCC is a Native American community college. RESPON-SIBILITIES: Supervises personnel assigned to the library; prepares the budget for the library; oversees selection and acquisition of library materials; manages the technical processing of library materials by training technician; oversees all services to the public, including the reference, circulation, and audiovisual units; plans services and coordinates with 6-satellite community campus. REQUIRE-MENTS: MLS degree from an ALA-accredited school, 3 yrs.' professional library experience, experience in library automation, supervisory experience in an academic library preferred, effective interpersonal and communication skills. We offer competitive fringe benefits including group life, major medical, vision, and dental; 20 days' vacation per year; and salary range of \$20,000—\$25,000 depending on qualifications. Housing is available on-site. All interested persons should submit their resumes by Dec. 15 to: Phillip Jim, Personnel Director, Navajo Community College, POB 98, Tsaile, AZ 86556; 602-724-3311, x230, 234. An equal-employment-opportunity employer with preference given to qualified members of Indian tribe.

Monographic cataloger. RESPONSIBILITIES: Reports to the head of cataloging. Catalogs and classifies new titles in English and other languages of specialization. Edits member RLIN copy, especially for backlog, gift, and language materials. Catalogs materials.

rials located in the special collections department. Reviews RLIN-member copy and prepares, as needed, cataloging records for titles in serials that are classed together. Performs the committee duties and other responsibilities normally expected of a member of the university academic faculty. QUALIFICATIONS: ALA-accredited MLS. 2 yrs.' post-MLS experience in cataloging on a bibliographic utility (RLIN or OCLC preferred) using AACR2. Knowledge of at least one Western European language in addition to English. Knowledge of Latin and/or French desirable. Knowledge of rare book cataloging desirable. Salary: Commensurate with education and experience. Minimum \$24,000. DEADLINE: Review of letters of application and resumes will begin Dec. 20. Please include a list of 3 persons with addresses whom we can contact for references. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries, UL 139, The University at Albany, State University of New York, 1400 Washington Ave., Albany, NY 12222. The University at Albany, State University of New York, is an equal-opportunity, affirmative-action employer. Applications from women, minority persons, handicapped persons, special disabled, and Vietnam-era veterans are especially welcome.

Professional bibliographer/cataloger. The Kierkegaard Library of St. Olaf College seeks an experienced professional bibliographer/cataloger with knowledge of philosophy and/or Scandinavian studies to carry out cataloging of a 9,000-volume special collection during a 2-year period. Position is funded by an NEH grant beginning January 1990. The full-time position requires experience with LC cataloging procedure, AACR2, and OCLC practice. Working knowledge of Scandinavian (particularly Danish), German, and classical languages essential. Position involves original and some rare book cataloging. Professional must work closely with high-level paraprofessional working half-time with specialists in the field of Kierkegaard studies. Professional may also be responsible for supervising a clerical assistant if needed. Applicants should be professional librarians with MLS degree or have comparable qualifications and/or experience. Knowledge of pre-1855 European publications in the areas of philosophy, history, theology, and classics essential. Applicants must be able to plan work carefully to complete task in 2 years and to delegate work appropriately. Salary and benefits dependent upon qualifications and experience. Minimum salary: \$30,000. Apply before Nov. 15 to: Cynthia W. Lund, Acting Curator, Kierkegaard Library, St. Olaf College, Northfield, MN 55057.

Reference/government documents librarian. Responsible for general reference service including: government documents, online database searching, library instruction, and collection development. DUTIES INCLUDE: bibliographic control of documents collection, night and weekend work (one night per week and one Sunday per mo.). Other duties may be assigned as necessary. REQUIRED: MLS (ALA-accredited), good interpersonal skills, desire to provide quality reference service to students and faculty. Familiarity with OCLC, BRS, or CLSI or equivalent desirable. 12-mo. library faculty appointment with rank of Instructor or Assistant Professor, depending on qualifications. Salary range low \$20s. The position will be available Feb. 1, 1990. Applications received prior to Dec. 31 will be given first consideration. Send resume with names and telephone numbers of 3 references to: David L. Payne, Director of Library Services, W-Box 1625, Mississippi University for Women, Columbus, MS 39701. Mississippi University for Women is an affirmative-action, equal-opportunity employer.

Reference librarian, documents division. Entry-level position. Provide comprehensive reference assistance for the documents collection which includes the U.S. and Texas State documents and the technical reports

collections. Conduct tours and assist with bibliographic instruction. Organize and maintain U.S. patents collection. Responsible for patent database searching. Coordinate use of CD-ROM databases for the division. QUALIFICATIONS: ALA-MLS. Coursework in documents preferred. Knowledge of microcomputer applications including CD-ROM technology highly desirable. Prefer preprofessional experience in documents, reference service, or collection development. Must have effective communication skills and good public service attitude. Salary: \$21,000 for 10.5 mos.; \$22,000 with additional master's. Competitive benefits. No state income tax. Faculty rank. Texas A&M University has an enrollment of 40,000 and is located in Bryan/College Station between Houston and Austin. Applications received by Jan. 9, 1990, will receive first consideration. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Reference librarian, documents division. Experienced-level position. Provides comprehensive reference assistance for the documents collections which includes the U.S. and Texas State documents and the technical reports collection. Establishes, plans, and coordinates bibliographic instruction for the division. Coordinates the preparation and revision of the division's bibliographic and instructional aids. Assists with online bibliographic data retrieval and CD-ROM search services. Organizes and maintains Texas State documents collection and the technical reports collection, including the NTIS micro-fiche. Establishes contacts with state and other agencies necessary to acquire materials. Supervises one support staff employee. QUALIFICATIONS: ALA-MLS. Minimum of 2 rs.' professional experience in academic. large public, or special library required. Experience in government documents, public service, or collection development highly desira-ble. Prefer experience in bibliographic instruction and knowledge of online systems of bibliographic data retrieval. Should possess supervisory skills and effective communication skills. Salary: \$23,000 minimum for 10.5 mos.; \$24,000 with additional master's. Competitive benefits. No state income tax. Faculty rank. Texas A&M University has an enrollment of 40,000 and is located in Bryan/College Station between Houston and Austin. Applications received by Jan. 12, 1990, will receive first consideration. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head of Personnel Operations. Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Reference librarian. James Madison University's Carrier Library is seeking a reference librarian for a new position. The university is a publicly supported institution offering primarily undergraduate programs (enrollment approximately 10,000 FTE). There are also graduate programs at the master's level. Located in Virginia's Shenandoah Valley, JMU is considered one of the outstanding schools in the region, and aspires to be one of the best public undergraduate institutions in the nation. Carrier Library has modern facilities, offers more than 600,000 items in its collections, provides media resources and services, and has installed the VTLS online catalog and circulation system. Current periodical subscriptions number approximately 2,500 titles. The reference department provides access to the Dialog and BRS online services in addition to several CD-ROM databases. The staff consists of 19 library faculty and 35 FTE classified staff. The reference librarian holds a 12-mo., tenure-track appointment with faculty rank. Benefits include 20 days' paid vacation plus university holidays and paid BC-BS health insurance. Retirement options are

Head, General Reference Section Penn State University Libraries (Search Reopened)

Pennsylvania State University Libraries seek an energetic, creative team leader for the position of head of the general reference section. This is a faculty position with academic rank at Penn State's University Park campus, which currently enrolls over 37,000 students.

The section head reports to the chief of the humanities and social sciences department and is responsible for development, maintenance, and participation in a broad range of humanities and social science reference and general information services, instructional programs, collection development, and for active participation in department planning.

The reference collection contains approximately 50,000 volumes and an innovative CD-ROM service center. Continued aggressive development of electronic reference services is planned. Staffing currently consists of the section head, 10 faculty, 4 support staff, and 24 part-time assistants.

QUALIFICATIONS: ALA-accredited MLS or equivalent and significant experience in a large academic/research reference environment are required. The ability to provide leadership in a dynamic, changing environment is essential, as are strong interpersonal skills, demonstrated supervisory skills, and a knowledge of the major trends in academic reference librarianship. An additional advanced degree in the humanities or social sciences and experience with automated reference services are preferred. Potential for promotion and tenure will be considered.

Salary and rank dependent on qualifications; minimum \$34,000. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. Applications will be reviewed beginning Jan. 5, 1990, and continuing until the position is filled. To apply, send letter of application, resume, and names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, Box GRS-AL, Penn State University Libraries, University Park, PA 16802

An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

TIAA/CREF or the Virginia State system, with the university making the full contribution in either case. Salary is negotiable depending upon qualifications; minimum \$25,000 per year. REQUIRED: ALA-accredited MLS; ability to work cooperatively with faculty, students, and colleagues is essential; ability to communicate effectively both orally and in writing; strong commitment to public service; evidence of ability to provide effective course-related library instruction; potential to meet the requirements of a tenure-track faculty position. Desirable: Experience working with electronic information resources; experience providing reference assistance in an academic library. PRIMARY RESPONSIBILITIES INVOLVE the provision and development of reference services. Provides regularly scheduled reference assistance, including some evenings and weekends; serves as liaison to designated academic departments; assumes responsibility for selection of materials, library instruction, and the creation of bibliographies and re-search guides for those departments; partici-pates in the development of the reference and general collections; serves on library and university committees; reports to the head reference librarian. James Madison University is an affirmative-action, equal-opportunity employer and has as one of its objectives the development of a diverse faculty and student development of a diverse faculty and student body. As a result, the university is seeking faculty members with extensive experience working with minority students. Review of applications will begin Jan. 3, 1990, and will continue until the position is filled. Interviews may be conducted at the ALA Midwinter Meeting in Chicago. Applications for the position should include resume, transcripts, and 3 letters of reference. Send applications to: Ralph Alberico, Head Reference Librarian, James Madison University, Harrisonburg, VA 22807. VA 22807.

Reference librarian, science and technology (entry-level, search extended). Provides comprehensive reference assistance with emphasis on the sciences, from a centralized reference collection. Prepares bibliographies and guides for use in staff training and classroom instruction. Assists with bibliographic instruction, computerized reference services, and CD-ROM search services. Serves as one of 7 reference division resource librarians in the sciences. QUALIFICATIONS: ALA-MLS. Entry-level (no post-MLS experience).

Academic background in the sciences required, preferably in the agriculture, physical, or life sciences. A 2nd master's degree in a science-related field preferred. Preprofessional library experience and experience with online systems of bibliographic data retrieval desirable. Salary: \$21,000 for 10.5 mos.; \$22,000 with additional master's. Competitive benefits. No state income tax. Faculty rank. Texas A&M University has an enrollment of 40,000 and is located in Bryan/College Station between Houston and Austin. Applications received by Jan. 9, 1990, will receive first consideration. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111. AA, EEO employer.

Reference librarian. TSTI-Waco, a 2-yr., state-supported vocational-technical school located in Waco, Tex., has an opening for a reference librarian. Applicants must have an ALA-accredited MLS degree. Experience in vocational-technical education is desirable; however, new graduates will be considered. DUTIES WILL INCLUDE online searching (Dialog, BRS), bibliographic instruction, and general reference work. This is a 12-mo. position with some night and weekend duty required. Salary range is \$24,852-\$27,456 depending on educational background and work experience. Applicants must submit formal application, resume, 3 professional references, and official transcripts. For additional information contact: Personnel Director, Texas State Technical Institute-Waco, 3801 Campus Dr., Waco, TX 76705; 817-799-3611. An equal-opportunity, affirmative-action employer.

Reference librarian. West Virginia University's Health Sciences Library announces a new reference position. Under direction of the head of reference, provides reference service including some night and weekend hours; performs computerized literature searches and assists users with CD-ROM products; and informal instruction on use of reference tools. MINIMUM QUALIFICATIONS: ALA-accredited MLS; strong service orientation; excellent oral and written communication skills. Minimum salary and rank: \$19,500. 12-mo. appointment; Staff Librarian and Adjunct Instructor,

nontenure-earning faculty position. TIAA/CREF, 24 days' annual leave, and other excellent benefits. Deadline for applications: Jan. 15, 1990. Starting date negotiable. Send letter of application stating qualifications; 2 copies of resume; and names, addresses, and telephone numbers of at least 3 professional references to: Robert Murphy, Head of Search Committee, Health Sciences Library, West Virginia University, Morgantown, WV 26506. West Virginia University is an affirmative-action, equal-opportunity employer.

Romance languages cataloger, Harvard Law School Library. *DUTIES:* This position has primary responsibility for original cataloging of materials in Romance languages using AACR2, LC subject headings, LC classifica-

tion, and local classification systems for legal materials and the RLIN bibliographic utility. This position will also edit contributed copy from other RLIN libraries to full AACR2 standards, recatalog older library materials as required, contribute authority information to the Harvard Authority File and to the Library of Congress Name Authority File via the NACO project, and maintain the backlog of Romance languages materials. The Harvard Law School Library serves an international research community as well as the faculty and students of the school. Its collections of 1.5 million volumes from most of the world's legal jurisdictions include more than 12,000 active serial titles. The current legal information budget is \$1.4 million. The Harvard Law Library is a member of the Research Libraries

Group and the New England Law Library Consortium. The Harvard On-Line Library Information System is used for integrated technical processing and for the public catalog. REQUIREMENTS: MLS from an ALA-accredited library school; fluent reading knowledge of 2 Romance languages, and some cataloging experience are required; working knowledge of other Romance languages and familiarity with automated cataloging procedures, RLIN, or OCLC, are desirable. Appointment at Librarian I or II rank. Salary negotiable depending upon experience; salary range: \$26,000-\$42,000; generous benefits, including professional development support. Position available immediately. For full consideration, send letter, resume, and names of 3 references to: Harry S. Martin, III, Librarian, Harvard Law School, Langdell Hall, Cambridge, MA 02138. Harvard University is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Serials cataloger, University of Oklahoma. DUTIES: Responsible for original/shared cataloging and classification of serials and serial analytics in all subject areas and all languages in both book and nonbook format. Provides reference service in the current periodicals/microforms area. Some evening work required. Reports to head, serials de-partment, and supervises classified staff and student assistants. This position is governed by the university's policies for research or creative achievement and professional service as outlined by the Faculty Handbook, QUAL-IFICATIONS required: MLS from ALA-accredited library school; bibliographic knowledge of foreign languages; evidence of research and publication. Desirable: Cataloging experience in an automated system (RLIN, OCLC, etc.); knowledge of LC classification and subject headings, AACR2, and MARC formats; bibliographic knowledge of Russian language; demonstrated supervisory ability; 2nd master's degree. SCREENING DATE: Jan. 15, 1990. Search will remain open until filled. Salary: \$28,966 (minimum). BENEFITS: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. UNIVER-SITY LIBRARIES: A member of the Research Libraries Group and ARL, the University Library consists of a main library and 6 branches. The collection contains more than 2.2 million volumes, 16,000 periodical subforeign languages; evidence of research and branches. The collection contains more than 2.2 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in the history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are involved in the implementation of NOTIS. *EMPLOYMENT*: Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. APPLICA-TION: Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019. The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Serials librarian. MLS from ALA-accredited institution and at least 3 yrs.' serials and/or library acquisitions experience required. Supervisory experience, reference assistance to college users, cataloging experience, and/or experience with online cataloging systems highly desirable. Good communication skills and the ability to work in a team are essential. Library faculty, tenure-track appointment with responsibilities for professional development and service. DUTIES INCLUDE: 1) supervises all operations and personnel in serials department; 2) monitors serials and bindery budgets, advises director on serials costs and cost projections, and compiles information on serials as needed; 3) resolves serials subscription problems; 4) provides assistance to users of serials collection; 5) maintains serials

Head of Technical Services

Del Mar College is a 2-year community college located in Corpus Christi, Tex. The campus has 9,000 academic students and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 273,000.

QUALIFICATIONS: Master's degree in library science from an ALA-accredited college/university. 3 yrs.' experience in academic library with emphasis in general acquisitions and cataloging. Supervisory experience preferred. Salary \$2,912 per month.

RESPONSIBILITIES: Coordinate the acquisition and cataloging of new materials for library. Oversee the book resources. Supervise office personnel.

A complete application and resume must be received no later than Dec. 14. All materials should be submitted to the: Office of Human Resources, Del Mar College, Heldenfels Administration Bidg., 101 Baldwin, Corpus Christi, TX 78404-3897.

Equal-opportunity, affirmative-action employer Minorities, handicapped, and women are encouraged to apply.

DEAN OF THE UNIVERSITY LIBRARY The University of Rhode Island

Nominations and applications are invited for the position of Dean of the University Library. The Dean is responsible for the leadership and administration of the University of Rhode Island Libraries (Main Library and Audio-Visual Center in Kingston, Pell Marine Science Library at Narragansett Bay Campus and the College of Continuing Education Library in Providence). The Dean reports to the University Provost and is a member of the Council of Deans.

The Dean has primary responsibility for the budget, facilities, planning, fundraising, and supervisory responsibility for interlibrary cooperation, personnel, library automation including the implementation of an integrated, automated system, and the upcoming construction of a \$13.5M addition.

The library presently has a staff of 21.5 library faculty, 58 support staff and a budget of over \$4.5M. The library system houses over 1M volumes and is also a U.S. Government Depository Library.

The University of Rhode Island is a land grant and sea grant institution located in Kingston in southern Rhode Island with campuses in Narragansett and Providence. The University enrolls about 12,000 students on its Kingston campus and another 3,000 in credit courses throughout the state. About half of the undergraduates are resident students; there are about 3,000 graduate students, and a full-time teaching faculty of about 750.

QUALIFICATIONS: Master's degree from an ALA accredited program and five years' demonstrated leadership and administrative experience in an academic or research library are required; additional advanced degree preferred. Candidates should have good interpersonal skills; effectiveness in communication and interaction in a scholarly environment; broad knowledge of information technologies and automated library systems; strong planning and analytical skills and thorough understanding of issues facing research librarians; record of professional and scholarly achievements; demonstrated ability to lead state/regional cooperative activities.

Salary range: \$60,000 minimum; salary commensurate with experience. Preferred starting date of 1 July 1990. Screening of applications will begin January 10, 1990 and continue until the position is filled. Please send nominations and applications with curriculum vitae and 3 letters of reference to: Dean Jean R. Miller, Search Committee Chair, Dean of the University Library Position, P.O. Box G, The University of Rhode Island, Kingston, RI 02881.



The University of Rhode Island is an Equal Opportunity/Affirmative Action Employer.

holdings list, determines classification for new titles, and updates serials holdings information in the online catalog; and 6) provides some reference assistance at the general information desk. Salary: From \$23,500 depending upon qualifications and experience. 12-mo. contract, standard benefits. Send resume and names, addresses, and telephone numbers of 3 references by Dec. 31 to: Susan Skekloff, Helmke Library, Indiana–Purdue University at Fort Wayne, 2101 Coliseum Blvd. E., Fort Wayne, IN 46805. AA, EEO employer.

Serials manager. Serials manager is responsible for serials technical services functions, including acquisition, cataloging, and database maintenance of a collection of over 5,000 current subscriptions (printed, CD-ROM, microforms, etc.). Position involves managing unit whose material budget is upwards of \$550,000, developing bibliographic and serials control policies and procedures, and participating in implementation of the library's NOTIS-based automated system. Reports to the coordinator for systems and technical services. QUALIFICATIONS: ALA-accredited MLS for rank of Instructor (starting salary: \$26,260–\$29,346), plus master's degree for rank of Assistant Professor (starting salary: \$28,630–\$31,716). Professional experience with serials cataloging and acquisitions in academic or research libraries, as well as knowledge of automated serials control system capabilities required. Applications must be received by Jan. 16, 1990, for March 1, 1990, starting date. Applicants must submit a letter of application, a current resume, and names of 3 professional references to: Acting Chief Librarian, Baruch College, 17 Lexington Ave., Box 317, New York, NY 10010.

Social sciences reference librarian, University of Oklahoma. *DUTIES:* Under the general direction of the head of reference, this position provides reference and bibliographic tion provides reference and bibliographic service in the social sciences (specifically sociology, social work, human relations, women's studies, education, physical education, psychology, and human development); provides general reference service at the library's main reference desk; participates in collection development activities in the above subject areas; performs online bibliographic searches; and participates in library instrucsearches; and participates in library instruction including general tours and specific subject-oriented presentations. This position is governed by the university's policies for research or creative achievement and professional service as outlined by the Faculty Handbook. QUALIFICATIONS required: MLS from ALA-accredited library school; 2nd master's degree in a social sciences discipline or equivalent professional library experience; knowledge of database searching and library instruction concepts and methods; evidence of research and publication. Desirable: Strong interpersonal and communication skills; working knowledge of one or more modern European languages; knowledge of or experience with a major bibliographic utility. SCREENING DATE: Jan. 15, 1990. Search will remain open until filled. Salary: \$28,966 (minimum). BENEFITS: TIAA/CREF; State Retirement System: comprehensive medical extentions. System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES*: A member of the Research Libraries Group and ARL, the University Library consists of a main library and 6 branches. The collection contains more than 2.2 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in the history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries currently operate an LS/2 automated circulation system and are developing the NOTIS library system. EM-PLOYMENT: Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. APPLICATION: Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019. The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Systems librarian. Responsible for implementing and maintaining online systems for Ball State University Libraries. Participates in analyses of program requirements for modifications and enhancements to NOTIS system; cooperates with university computing services to design, program, test, and implement changes to NOTIS modules; designs and manages statistical reports generated by SAS program; documents local program modifications; troubleshoots software problems; trains

and supervises assistant; assists in planning, developing goals and projects, and in preparing reports and budgetary requests for library automation. MINIMUM QUALIFICATIONS: ALA-accredited MLS and BS or equivalent in computer science or information systems; at least 3 yrs.' applications programming experience in a mainframe environment such as IBM operating MVS. Experience with MARC database management. Preferred qualifications: Experience in programming in Assembler, PL/1, and SAS; knowledge of the IBM-based/NOTIS system; familiarity with local area networks. TERMS: Fiscal-year contract with 24 days' vacation, excellent fringe benefits, possible tenure-track appointment with faculty status depending on credentials. Salary negotiable; \$30,000 minimum. Consideration of credentials will begin Dec. 15, and will continue until the position is filled. APPLI-



SAINT LOUIS UNIVERSITY

DIRECTOR PIUS XII MEMORIAL LIBRARY

Saint Louis University invites applications and nominations of highly qualified candidates for the position of Director of its main university research library, comprising the general collections, the Divinity Library, and special collections including the Vatican Film Library. Total collections exceed 750,000 volumes. The Director reports to the Academic Vice President for Frost Campus and manages a staff of 80 FTE (including 19 professionals with non-tenured faculty rank and status) and a total budget of \$2.7 million. Pius XII Memorial Library serves directly or indirectly the needs of faculty and students from six colleges and schools on the Frost Campus: Arts and Sciences, the Graduate School, Philosophy and Letters, Business and Administration, Law, and Social Service. Present automation includes OCLC, the Intelligent Catalog, serials and acquisitions systems, CD-ROM databases and online search services, and a state-of-the-art library-wide microcomputer network. The Library participates in the Missouri Union List of Serials Project and local academic consortia. Planning for selection and installation of a University-wide automated library system is about to begin.

An independent university committed to the Jesuit, Catholic tradition, Saint Louis University was founded in 1818. It operates with three campuses in addition to the main Frost campus in midtown St. Louis. It has a total enrollment of 11,555, a faculty of 995, and a support and administrative staff of 1,933. In addition to Pius XII, the University library system includes libraries in the Law and Medical Schools, the School of Social Service, and on the Parks College campus.

The Director has primary responsibility for budget, facilities, personnel, services and operations, collection development, library automation, planning, fund raising, and local library cooperation.

Candidates should demonstrate proven service-oriented leadership and administration in a large academic library; service and leadership within the profession; thorough knowledge of, and planning experience with, a microcomputer-to-mainframe library information technology environment; strong commitment to the teaching, research, and service missions of the University; superior communication skills; capacity to establish collegial working relationships with faculty, administration, students, and other clienteles; experience in library fund raising and community relations; and a commitment to regional resource sharing.

Candidates should possess an ALA-accredited Master's degree and a record of not less than five years of increasing administrative experience and accomplishment in an academic research library. An additional advanced degree in an appropriate subject field is highly desirable; a doctoral level degree is preferred. Applications should include a resume and names and addresses of at least three professional references. Candidate review will begin by January 1, 1990, and will continue until a suitable candidate pool has been identified. Appointment will be effective July 1, 1990. Salary will be competitive and commensurate with experience and qualifications: minimum \$54,000.

Applications, nominations, and inquiries should be addressed to:

Dr. Thomas J. Kramer, Chairperson Library Director Search Committee Department of Psychology Saint Louis University St. Louis, MO 63103

Saint Louis University is an Equal Opportunity, Affirmative Action Employer, M/F/H/V. CATION: Send letter of application, resume, graduate transcripts (unofficial copies acceptable), and a list of 3 references, including addresses and telephone numbers, to: Nyal Williams, Chair, Department of Library Service, Ball State University, Muncie, IN 47306. Can conduct preliminary interviews at ALA Midwinter Meeting in Chicago. Ball State University practices equal opportunity in education and employment.

User services librarian. The University of Idaho Library is looking for a general reference librarian with skills in setting up and maintaining access to CD-ROM products, both bibliographic and statistical. PRINCIPAL DUTIES INCLUDE providing reference service to library users, including occasional weekend hours; bibliographic instruction; coordinating the installation and use of both the CD-ROM catalog and reference products; coordination of online searching; supervision of LAN when installed. REQUIRED: ALA-accredited MLS. Significant experience with MS-DOS computers and CD-ROM products. Preferred: Reference experience; computer searching experience/training. Benefits: Full faculty rank and benefits; \$20,500 minimum, depending on experience. Located in scenic northern Idaho, the University of Idaho offers the cultural amenities of a university community, while being located in the midst of an outstanding outdoor recreation area, within easy drive of national parks and wilderness areas. Application review begins Jan. 2, 1990 (may be extended until a suitable candidate applies). To apply, send vita and names of 3 references to: Ronald W. Force, Selection Committee Chair, University of Idaho Library, Moscow, ID 83843; 208-885-7070. AA, EOE.

3 positions open. 1) & 2) 2 positions for collection development reference librarians. Will have primary responsibility for management of collection development in specified areas by regularly assessing library collection, developing and updating collection development criteria, acting as liaison with departmental faculty, and serving on Collection Development Committee; assisting with development and implementation of strategies for assessing use of library's collections, services, and programs by the academic community; some responsibility for general reference work. REQUIRED: MLS from an All Academic programs and the services with the services of the services and programs by the academic community; some responsibility for general reference work. REQUIRED: MLS from an All Academic departments and the services of the ALA-accredited institution; excellent writing, interpersonal, and speaking skills; and ability to maintain effective working relationship with colleagues and students in the library and university. Must be flexible and able to work under pressure. *Preferred:* Graduate degree in subject area, professional experience in a library environment, and humanities and/or science subject-area expertise. Salary: \$24,000 minimum, commensurate with background and experience; 12-mo., nontenure, Administrative Staff position. May require some night or weekend work. Vacancy dates: one immediately, and the second Jan. 1, 1990. Please state preference. 3) Catalog librarian. An immediate opening for an entry-level or higher-level position with responsibilities to include original cataloging of monographs and other materials using AACR2, LCSH, LC classification, and MARC formats via OCLC. Uses local online system formats via OCLC. Uses local online system to integrate cataloging data with other library functions. Assists with completion of retrospective conversion project. *REQUIRED:* Master's degree in library or information science from an accredited program. *Preferred:* Foreign language ability preferred; supervisory experience. Salary: negotiable from \$25,008 depending upon qualifications, experience, and market-level compensation; 12-mo., Professional Administrative Staff position. May fessional Administrative Staff position. May require some night or weekend work. Position available when filled. Application deadline when filled. Good fringe benefits. Submit letter of application, vitae, complete transcripts, and 3 letters of recommendation to: Leslie Gower, Library Director, University of Texas-Pan American, Edinburg, TX 78539-2999. EEO employer.

Director Viterbo College Library

QUALIFICATIONS: ALA-accredited MLS; experience in small-to-medium-sized liberal arts library; information technology knowledge; effective communication skills; budge planning/administering experience. A private liberal arts college of Franciscan heritage with 1,100 students, Viterbo seeks an energetic leader to complete library renovation and revivify its use. 12-mo. position. Salary minimum, \$25,000. Applications received by Dec. 15 will receive priority. Send letter, resume with official transcripts, and 3 references to: John H. Knight, Academic Dean, Viterbo College, 815 S. 9th St., La Crosse, WI 54601.

3 positions, University of Central Florida, a growing institution with a concentration in business, education, and technology and a fully automated library (NOTIS, INNOVACQ, OCLC). All positions require an ALA-accredited master's degree and are in the faculty bargaining unit. 1) Circulation librarian. Reports to head of access services. Responsible for management and operation of the circulation unit including NOTIS module, reserves, fines and bills, stack maintenance, and security. Supervise a staff of 7 FTE paraprofessionals and 50 student assistants. Plans for enhancement to the circulation system and prepares reports based on system output. REQUIRED: 3 yrs. public service experience after the professional degree, preferably in an academic or large research library using an automated circulation system; experience in supervision and management; effective oral and written communication skills. Desired: Experience in reference and/or computers, and statistical report preparation using SAS. Deadline for postmark: Feb. 1, 1990. 2) Government documents librarian. Reports to head of reference. Responsible for the management of a selective U.S. and state deposition and state in the management of a selective U.S. and state depository collection including a U.S. patents depository; supervises 1.5 FTE staff; participates in reference desk services, including nights/weekends. REQUIRED: Government nights/weekends. REQUIRED: Government documents and public service experience; minimum of 3 yrs. library experience after the professional degree, preferably in an academic and/or U.S. government depository library; demonstrated oral and written communication skills. Desired: Experience with patents, and with supervise. automation, with patents, and with supervision. Interview will include a 20-minute classroom presentation on a government publication. Deadline for postmark: Feb. 15, 1990. 3) General reference librarian. Reports to head of reference. Duties include reference services and bibliographic instruction, with

some evening/weekend scheduling. Assignments may include online searching and/or collection development. *REQUIRED*: 2 yrs.' experience in reference services and bibliographic instruction in an academic library; demonstrated oral and written communication skills. *Desired*: Previous experience with microcomputer applications, online searching, or collection development; subject expertise in science, engineering, or health sciences. **Deadline for postmark: March 1, 1990.** Ranks and salaries dependent upon experience and qualifications. Salary minimums: \$22,000 Instructor Librarian; \$25,000 Assistant Librarian; \$27,000 Associate Librarian. Letters must be postmarked no later than the dates listed with each position announcement. Send letter of interest, resume, and names of 3 references to: Victor Owen, Library Administrative Assistant, **University of Central Florida Library, POB 25000, Orlando, FL 32816-0666.** UCF is an equal-opportunity, affirmative-action employer. As an agency of the State of Florida, the university makes all application materials and selection procedures available for public review.

FEDERAL AGENCY

Executive director position with the National Historical Publications and Records Commission, Washington, D.C. Qualified individuals are invited to submit applications for the position of executive director; salary range from \$69,450 to \$78,200 with full benefits. NHPRC promotes the preservation and publi-cation of American historical records by public and private institutions through its grants and educational programs. This statutory commission includes representatives of the legislative, executive, and judicial branches of the federal government as well as professional associations. The executive director is responsible for the effective operation of the commission, directs a staff of 16, and plans and administers its programs with a budget currently authorized at \$10 million annually. THE POSITION REQUIRES an extensive knowledge of American history as evidenced by education, scholarly publications, and other activities in the field. The position also requires broad experience in directing and administering programs within one or more fields associated with American culture and history, where functional activities have included planning, management of resources, fundraising, and program review and evaluation. The applicant must show evidence of experience and skill in communicating with constituent communities, networking, and building coalitions in support of program goals. Knowledge and experience in such fields as historical editing and publication, archival administration, and the management of federal and nonfederal grant programs may

ALA

Program Officer Library and Information Technology Association

LITA, a division of the American Library Association, is seeking candidates for the full-time position of program officer with major responsibility to develop, plan, market, and manage LITA's continuing education program of regional institutes, preconference workshops, and conference programs; and to offer support and guidance to members of LITA serving in elected and appointed capacities.

POSITION REQUIRES person familiar with many aspects of library and information technology, with demonstrated ability to plan and implement projects, creativity, flexibility, strong oral and written communication skills, who is well-organized and has ability to function with grace and effectiveness under pressure. MLS from ALA-accredited program required. Experience in an area of library automation and technology desirable. Hiring range: \$27,000-\$30,000. Attractive fringe benefits.

For consideration, send resume and names of 3 references by Dec. 22 to: Louise Brewer, Human Resources Department, American Library Association, 89-PO/LITA-1X, 50 E. Huron St., Chicago, IL 60611.

AA, EOE

be competitively advantageous, but are not required. Deadline for consideration in the initial round: March 15, 1990. Target date for entry on duty: not earlier than February 1991. Letter of application, resume, and the names of 3 references may be sent to: Warren Billings, Chair, NHPRC Screening Committee, Office of the Archivist of the United States, National Archives and Records Administration, Washington, DC 20408.

Project director, historical documents study. The American Council of Learned Societies and the National Historical Publications and Records Commission are seeking an individual to direct an 18-mo, project entitled "The Historical Documents Study." The project will conduct a major examination of historical recorded an analysis of historical recorded to the state of historical research practices in the United States, especially focusing on the use of documentary resources. Housed at the National Archives in Washington, D.C., the project will conduct professionally directed surveys of various groups associated with historical documentation including academic historians, archivists, genealogists, teachers, librarians, and representatives of each and librarians, and representatives of state and local historical societies and other research communities; will hold forums bringing together individuals from several disciplines to discuss questions surrounding the use of historical documents; will conduct personal interviews; will report findings to an advisory group representing several historical and archival organizations; and will prepare a final report for the ACLS and the commission. The position will include supervisory responsibilities for at least one assistant. The applicant must have experience in project management, an extensive academic and professional background in American history, excellent knowledge of the fields of archives and history, and experience working with historical sources and computers. An acquaintance with statistical sampling survey techniques is also desirable. The project director must begin work by May 1, 1990. Salary for the 18 mos. is \$70,000 (benefits not included). The deadline for applications is March 15, 1990. Please send all applications for the position Please send all applications for the position to: Roger Bruns, ACLS/NHPRC Historical Documents Study, National Archives, NHPRC, Washington, DC 20408; 202-523-5384.

LIBRARY EDUCATION

Assistant/Associate Professor of learning resources. Tenure-track. Must have doctorate in library science or in education with a master's degree in library science or learning resources. Library experience is required, preferably in a school setting. RESPON-SIBILITIES INCLUDE teaching courses in such areas as literature for young adults, information retrieval, cataloging, nonprint media, and library administration; conducting and publishing research; and carrying out service activities. Begin in fall 1990; salary is competitive, minimum salary \$26,000. Screening of applicants will begin Jan. 24, 1990. Send letter of application, resume, and names, addresses, and phone numbers of 5 references to: Search Committee, Learning Resources, Box 509, University of Houston—Clear Lake, Houston, TX 77058. UH-Clear Lake is an affirmative-action, equal-opportunity employer and actively solicits the interest of women and minorities. The university recognizes that minority and racial diversity increases the quality of its faculty, staff, and student body.

Assistant professor. Primary teaching and research competency in at least 2 of the following subject areas: advanced reference sources in the humanities; interpersonal communications for librarians and information professionals; health science librarianship; bibliographic instruction; and advanced reference sources in the social sciences. Also the ability to share in teaching a required introduction to library and information studies course. QUALIFICATIONS INCLUDE: MLS or equivalent; doctorate in library/information science or in related area. Salary negotiable within \$29,000–\$35,000 range for academic yr. This tenure-track position is available in the fall of 1990. Postmarked closing date for applications is Jan. 15, 1990. Send resume with names and addresses of 3 references to: George S. Bobinski, Dean, School of Information and Library Studies, State University of New York at Buffalo, Buffalo, NY 14260. An affirmative-action, equal-opportunity employer.

FOREIGN LIBRARY

Kuwait Institute for Scientific Research

The Kuwait Institute for Scientific Research (KISR) is a nonprofit organization with a staff of more than 1,000 employees engaged in applied research in the fields of environmental and earth sciences; water resources; food resources; engineering; petroleum, petrochemicals, and materials and techno-economics.

KISR has a vacancy for an:

Information Specialist

MAJOR DUTIES:

- 1) Original cataloging and complex cataloging of materials in science and technology;
- 2) Preparing and verifying authority records;
- 3) Participating in formulating and developing cataloging policies and procedures.

QUALIFICATIONS: Applicants should have an ALA-accredited master's degree in library science with 8-10 yrs. experience. Working knowledge of AACR2, LCSH, and LC classifications. Working knowledge of U.S. MARC system as well as familiarity with automated cataloging systems. Knowledge of one or more European languages is an asset.

KISR offers attractive tax-free salaries, from KD500-KD700 monthly (KD = \$3.40), commensurate with qualifications and experience, and generous benefits that include gratuity, free furnished air-conditioned accommodation, school tuition fees for children, contribution to a savings plan, 6 weeks' annual paid vacation, air tickets, and free medical care and life insurance.

Interested applicants are requested to send their curriculum vitae with supporting information not later than one month from the date of this publication to:

Director General
Kuwait Institute for Scientific Research
POB 24885 Safat
13109 Safat, Kuwait

LAW LIBRARY

Assistant Director for Technical Services

Direct, supervise, and evaluate the activities of acquisitions, cataloging, and serials. The center is a member of SOLINET (OCLC) and utilizes the services of FCLA (NOTIS). Position will assist the collection management efforts of the center and provide the technical service needs of the public service units. QUALIFICATIONS: Activity in professional organizations and knowledge of challenges facing technical service units in academic law libraries. Demonstrated experience in technical services. Excellent communication skills and MLS from ALA-accredited school, JD preferred. BACKGROUND: Technical services department has staff of 11. Center has total staff of 26. One of the 2 largest law libraries in the Southeast, has a graduate tax program. BENEFITS: Tenure-track, faculty status. 22 days' vacation, 13 days' sick leave annually. TIAA/CREF or other retirement options, usual insurance benefits, no state or local income taxes. Salary dependent upon qualifications; minimum \$30,000. Application deadline: Jan. 15, 1990. APPLICATIONS: Send letter of application with resume and names of 3 professional references to: Rick Donnelly, Technical Services Search Committee, Legal Information Center, Room 161 Holland Hall, University of Florida College of Law, Gainesville, FL 32611.

Minorities and women are encouraged to apply.

Reference Librarian/ International Collection Development

REQUIREMENTS: Master's degree from an ALA-accredited library school; a minimum of 2 yrs.' experience. Preference will be given to candidates with a JD. Preferred qualifications: Strong service attitude; proficiency with automated systems, including LEXIS, WESTLAW, and Dialog; strong bibliographical skills; and knowledge of foreign and international legal systems and materials. Candidate must have ability to meet responsibilities of a tenure-track position. Duties: Provides reference service to law school community, including research assistance to law faculty, students, and other patrons. Historically, the Legal Information Center collection has reflected an emphasis on Caribbean and European law. A principal component of this position will be to provide specialized reference service; make recommendations for acquisitions in foreign, international, and comparative law; analyze and develop these collections; and consult with technical services regarding acquisition and cataloging problems. Position reports to the assistant director for public services. Position involves some nontraditional hours. SALARY: Rank and salary commensurate with qualifications of candidate; minimum \$26,000. AVAILABLE: Immediately. APPLICATION DEADLINE: Jan. 15, 1990. Send letter of application with resume and names of 3 professional references to: A. Richard Donnelly, Associate Director, Legal Information Center, University of Florida, Gainesville, FL 32611; 904-392-0417.

Minorities and women are encouraged to apply.

Assistant Professor. The University of Toronto, Faculty of Library and Information Science, invites applications for a tenure-track position at the Assistant Professor level to begin July 1, 1990. The successful applicant for this position will be a specialist in 2 or more of the following areas: reference ser-

Dean

School of Library and Information Science Indiana University

Indiana University invites applications and nominations for the position of dean of the School of Library and Information Science. The school offers 3 degree programs: the master's of library science, the specialist, and the doctor of philosophy. The school also offers 7 dual master's degree programs and 3 specializations. It is one of the largest schools in the country with a master's enrollment of over 370 (FTE of 230) and a doctoral enrollment of over 60. It has a full-time faculty of 16. The school has a large extended education program, offering courses at 8 locations away from the Bloomington campus.

The position will be available Sept. 1, 1990.

The dean is the chief executive officer of the school and reports to the chancellor of the Bloomington campus of the university. The dean provides academic leadership, articulates the mission of the school, facilitates the conduct of research, and maintains a strong funding base. The position is a tenured academic appointment.

An applicant for this position should possess leadership qualities, an ability to foster collegiality in a faculty, and an ability and desire to be an energetic advocate for the school within the university community and to the profession on a local, state, and national level. The applicant should also have an extensive knowledge of library and information science education and a record of sustained, productive scholarship in library and information science. Competitive salary beginning at \$70,000.

Bloomington is located in scenic southern Indiana and provides superb opportunities for culture and leisure activity.

Applications will be reviewed beginning Jan. 20, 1990, and the process will continue until the position is filled. Send letter of application and detailed curriculum vitae to:

George W. Whitbeck, Chair
SLIS Dean Search Committee
School of Library and Information Science
Indiana University
Bloomington, IN 47405

Women and minority candidates are encouraged to apply.



Tenure-track Assistant Professor

The School of Information Studies at Syracuse University is seeking an individual for a full-time, tenure-track faculty position to begin September 1990. Salary is commensurate with qualifications (between \$32,000 and \$36,000 annually) and is nationally competitive. THE PRIMARY RESPONSIBILITIES FOR THIS POSITION ARE: To provide teaching and leadership in areas such as automation of and technical services in library/information centers, impact of information technologies on library/information services, and executive information systems and information support activities; and to conduct research in such areas as management of and services in corporate information centers and special libraries, information users and services, information technology applications in library/information centers, and strategic intelligence and business information sources.

Preference will be given to those applicants who have strength in 2 or more of the above teaching/research areas, who complement the other teaching and research interests of the school, and who can contribute to the school's 4 educational programs: bachelor's degree in information studies, master's degree in library and information studies, master's degree in information resources management, and the doctoral degree in information transfer.

QUALIFICATIONS INCLUDE: Research/publication record commensurate with experience; experience/knowledge of corporate information resource centers, academic libraries, or special libraries; competency in teaching; and a PhD in appropriate field or discipline.

The School of Information Studies is a leading university center in advancing both the theory and practice of library/information science and information management. In March 1989, the school relocated to a new \$50 million Science and Technology Center. The school's faculty represents a range of expertise in library/information science, information resources management, public administration, communications, computer science, and information technology. The school fosters an environment that supports interdisciplinary research in a broad range of areas.

Applications will be accepted until the position is filled. Applications, including a letter of intent, a current resume, and 3 references, should be sent to: Jeffery Katzer, Chair, Search Committee, School of Information Studies, Syracuse University, 4-206 Center for Science and Technology, Syracuse, NY 13244.

An equal-opportunity, affirmative-action employer

vices, information resources, collection development, information services in society. In addition to teaching, duties will include supervision of research at the master's and doctoral levels. Applicants should possess a doctorate or equivalent in library/information science or a related field, an ALA-accredited master's degree or equivalent, and should have proven ability in, or the potential for, excellent research and effective teaching. Applicants whose doctorate is near completion will also be considered; in such cases, initial appointment is that of Lecturer. Minimum salary for an Assistant Professor for 1989–90: \$33,300 (Cdn.). FLIS, a leader in library and information science education for more than 60 yrs., offers 3 degrees: a 2-yr. ALA-accredited master's of library science, and a PhD. Applications, including the names of 3 references, should be forwarded to: Ann H. Schabas, Dean, Faculty of Library and Information Science, University of Toronto, 140 St. George St., Toronto, Ont., M5S 1A1 Canada. The University of Toronto encourages both women and men to apply for positions.

Faculty position in information studies. The Department of Library and Information Studies in the School of Communication, Information, and Library Studies at Rutgers University anticipates appointing an Assistant or Associate Professor whose research, publication, and teaching record emphasizes computer or multimedia information technology with applications in libraries, learning environments, information retrieval, records management, or artificial intelligence, particularly human-computer interaction. The school offers interdisciplinary research and teaching opportunities in PhD, master's, and undergraduate programs. Initial salary range is approximately \$32,000—\$44,000. Letter, curricula vitae, and names of 3 references to: David Carr, Rutgers University, SCILS, 4 Huntington St., New Brunswick, NJ 08903. Rutgers University is an AA, EOE employer.

Library/information studies, Assistant Professor, tenure-track position, University of North Carolina at Greensboro, beginning Aug. 1, 1990. TEACHING COMPETENCIES: youth services and resources, computer applications, and at least one of core courses. QUALIFICATIONS: doctorate in librarianship or appropriate related field; MLS from accredited ALA program preferred; commitment to research and publication and interest in developing interdisciplinary approach to preparation of youth services librarians are essential. Salary: \$32,000—\$36,000. 9-mo. appointment. Review of applications begins Jan. 15, 1990, and continues until position filled. Submit vita, and names, addresses, and telephone numbers of 3 references to: Kieth Wright, Department of Library and Information Studies, School of Education, University of North Carolina at Greensboro, Greensboro, NC 27412. AA, EEO.

3 positions. The College of Library and Information Science, University of South Carolina, is seeking to fill 3 tenure-track faculty positions with appointment at the Assistant or Associate Professor rank. Successful candidates should have a commitment to teaching and research, primarily at the graduate level, in one or more of the following major areas: technical services; information systems and services; information resources management; information, communication, and educational technology; indexing and abstracting. Other areas of interest to the college are: scientific and technical literature; academic libraries; research methods; school library media programs. We are particularly interested in persons who will network with other units in the university and the community to enhance current cooperative programs and assist in the development of new ones. Other responsibilities include advising students and professional association involvement. Appointment will be possible in fall 1990, or spring 1991, on a 9-mo. salary

schedule at a salary commensurate with rank and qualifications. Minimum salary, \$32,000. Summer employment is an option. Screening of applications began on Dec. 1, and will continue until the positions are filled. Send a letter of application and a resume listing names, addresses, and telephone numbers of 3 references to: Linda Lucas, Chair, Search Committee, College of Library and Information Science, University of South Carolina, Columbia, SC 29208; 803-777-3858; Fax: 803-777-7938. Representatives of the college will be glad to meet with candidates at ALISE in Chicago. The University of South Carolina is an affirmative-action, equal-opportunity employer. Minorities and women are encouraged to apply for these positions.

MEDICAL LIBRARY

Head, medical library collections, and coordinator, health sciences technical operations, University of Michigan. DUTIES: New position which will review policies relating to the Taubman Medical Library (TML) collection scope, use, development, and management. TML, with a collection of over 250,000 volumes, supports the research and instructional needs of the schools of Medicine, Pharmacy, and Nursing. Develops programs, publications, or other mechanisms to promote the collection. Identifies opportunities for collection cooperation with other health sciences institutions. Monitors and directs the work of subject selectors. Develops annual budget request and allocations and monitors expenditure and encumbrance activity. Designs, directs, and conducts periodic collection evaluations/assessments. Coordinates the implementation of the serials and acquisitions modules of the NOTIS system for the health sciences cluster of libraries (dentistry & public health as well as TML). Recommends policies and procedures for technical processing units in the cluster. Provides direct supervision to the coordinator for health sciences technical processing. QUALIFICATIONS REQUIRED: MLS from an ALA-accredited institution. Minimum of 5 yrs.' experience in a health sciences library. Demonstrated knowledge of collection development and management, including experience with collection assess-ment methodologies. Experience with online integrated library systems, especially acquisitions and/or serials subsystems. strated oral and written communication skills. Demonstrated knowledge of the book trade, including approval-plan jobbers. *Desired:* Bachelor's degree in the biological or health sciences. Contribution to regional and/or national professional associations and/or publications. Rank of Associate or Senior Associate Librarian depending on final classification. Minimum salary \$27,000 depending on previous relevant experience and final on previous relevant experience and final classification. Applications received by Jan. 15, 1990, will be given first consideration. Apply to: Lucy R. Cohen, Manager, Library Personnel and Payroll Services, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109-1205. The University of Michigan is a nondiscriminatory, effirmative action employer. affirmative-action employer.

IAIMS clinical projects librarian, Columbia Health Sciences Library. For full job ad, see p. 1076.

Reference/bibliographic instruction librarian. The University of Arkansas for Medical Sciences Library, serving colleges of Medicine, Pharmacy, Nursing, and Health-related Professions, and a graduate school, has a collection of almost 150,000 volumes and an online library system. Reference services include: an information desk, bibliographic instruction with current emphasis on end-user online search training, end-user consultation services, and mediated online search services. The position reports to the head of the reference division. Specialized responsibilities include design, development,

coordination, and evaluation of bibliographic instruction programs for students, faculty, staff, and practicing professionals, and coordination of information desk services. General reference duties include online searching, information desk duties, participation in reference collection development, and consultations with individual patrons. Evening and weekend hours may be required on an occasional basis. *REQUIREMENTS*: 1) an ALA-accredited MLS; 2) 4 yrs. professional reference experience, preferably in an academic health science library; 3) experience in adult education; 4) supervisory skills or experience; 5) MEDLARS/BRS/Dialog search experience. Preferences: 1) good oral and written communications skills; 2) working knowledge of microcomputers; 3) MLS certification. This is a 12-mo., tenure-track position. Minimum salary is \$24,000. Benefits include 22 vacation days, life insurance, partially paid medical and dental insurance, and tuition support. Option of TIAA/CREF or state retirement plan. Deadline for applications is Dec. 29. Send letter of application, resume, and names/addresses/ phone numbers of 3 professional references to: Sally G. Kasalko, Head, Reference Divi-sion, University of Arkansas for Medical Sciences Library, Slot #586, 4301 W. Mark-ham, Little Rock, AR 72205. An EEO em-

Reference librarian. The Children's Memorial Hospital Medical Library is seeking a reference librarian. This is an entry-level position. Experience with or evidence of strong potential for effective reference, searching, and organizational skills, as well as excellent interpersonal, oral, and written communication skills. RESPONSIBILITIES INCLUDE providing reference service, online computer searching, instructing patrons in the use of CD-ROM MEDLINE, participating in bibliographic instruction and coordinated interlibrary loan service. An MLS from an ALA-accredited school is required. Minimum salary \$20,000. Send resume and names of 3 references to: Meg Ward, Director, Library and AV Services, Box 12, Children's Memorial Hospital, 2300 Children's Plaza, Chicago, IL 60614.

MUSIC LIBRARY

Collection development librarian-music (Instructor, tenure-track), Sam Houston State University. Reporting to the head, collection services, the position will be responsible for collection development, including the selection of materials, evaluation of collections, and collection assessment in several subject areas including music; will assist with the cataloging of music scores, sound recordings, monographs, and serials; will oversee the Music Listening Library and supervise several student assistants; work at the general reference desk some evenings and weekends. RE-QUIRED: ALA-accredited MLS and a background in music preferred, 2nd master's in a subject field required for tenure. Salary \$19,000 for a 9-mo., tenure-track position. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references by Jan. 30, 1990, to: Jaspyr Sanford, Head, Collection Services, Newton Gresham Library, Sam Houston State University, Huntsville, TX 77341. SHSU is an EEO and affirmative-action employer.

Music cataloger. Responsible for cataloging assigned music and nonprint materials for the university libraries and for assisting with the transition from a manual catalog to an online catalog. Catalogs music scores, music, and spoken-word sound recordings and other nonprint music materials using AACR2 rev., OCLC/MARC formats for descriptive cataloging, and Library of Congress subject headings and classification schedule; supervises music catalog section of educational resources technical services, including training and supervision of cataloging assistants; creates and assists with maintenance of authority

records; participates in development and evaluation of policies and procedures in technical services. MINIMUM QUALIFICA-TIONS: ALA-accredited MLS or equivalent; knowledge of MARC formats; AACR2 rev., Library of Congress subject headings and classification schedule; knowledge of automated cataloging using a national bibliographic utility; working knowledge of at least one Western European language; effective communication skills. Preferred qualifications: Advanced degree in music, music cataloging experience; supervisory experience. TERMS: Fiscal-yr. contract with 24 days' vacation, excellent fringe benefits, possible tenure-track appointment with faculty status depending on credentials. Salary negotiable; \$22,000 minimum. Consideration of credentials will begin Dec. 15, and will continue until the position is filled. APPLICATION: Send letter of application, resume, graduate transcripts (unofficial copies acceptable), and a list of 3 references, including addresses and telephone numbers, to: Nyal Williams, Chair, Department of Library Service, Ball State University, Muncie, IN 47306. Can conduct preliminary interviews at MLA and ALA Midwinter meetings. Ball State University practices equal opportunity in education and employment.

Technical services librarian (serials) for the Country Music Foundation, Inc., Nashville, Tenn. MLS or extensive music library experience required. Strong background in contemporary music desirable. Minimum salary \$17,500, commensurate with background and experience. For more information, contact: Charlie Seemann, Deputy Director of Collections and Research, or Linda Gross, Head of Technical Services, Country Music Foundation, 4 Music Sq. E., Nashville, TN 37203; 615-256-1639.

PUBLIC LIBRARY

Assistant chief of extension services. Currently open. Coordinates activities of 4 urban branches and assists chief with responsibilities for ongoing and developing services of 6-county urban/rural system in attractive, historic area with varied cultural, educational, and recreational activities close to ocean, mountains, and Atlanta. REQUIRES ALA-accredited MLS, Georgia certification eligibility, and minimum 2 yrs.' relevant experience. Minimum salary \$25,500 dependent on experience, plus good benefits. Send letter of application and resume to: Richard Leach, Assistant Director, East Central Georgia Regional Library, 902 Greene St., Augusta, GA 30901.

Assistant regional librarian, North Arkansas Regional Library. Collection development, selection, acquisition, OCLC cataloging. Reference work. Excellent opportunity to gain experience in many areas of regional library work with a small, informal staff; good basis for many other positions and administration. Administrative, training, contact with boards and public, and other duties assigned as person is capable. Serving 7-county region in beautiful Ozark Mountains, with small-town friendliness and community activities combined with big-town stores and conveniences in a major recreation/retirement area. Local community college offers wide range of sparetime education. Materials ordering, processing, tracking done by microcomputer system (specific training on the job). REQUIRES: ALA-accredited MLS; OCLC training; typing; ability to operate existing equipment; hard work, flexibility, and dedication. Preferred: professional experience; OCLC experience; microcomputer training or experience; ability to train staff members; ability to operate and legally drive library car or van. Desired: ability to work with boards, public, and library staffs; public speaking/relations abilities; bookkeeping helpful but not vital. Salary range \$17,500-\$19,107 plus benefits, depending on qualifications. Many professional dues and in-

state training opportunities paid by library. Position open until filled; priority given to applicants before Feb. 28, 1990. Send resume and 3 work or professional references to: Dennis Van Arsdale, Regional Librarian, North Arkansas Regional Library, 221 W. Stephenson Ave., Harrison, AR 72601-4225. No phone applications accepted.

Automated services manager. \$29,016—\$39,653. The City of Fort Worth Public Library is seeking an automated services manager to oversee operation of the automated library system hardware and applications software serving central library and 9 branches. Write test procedures for new software and training manuals. REQUIRES MLS from ALA-accredited college/university, with computer science degree or coursework preferred; 4 yrs. in supervision/management. REQUIRES knowledge of MARC bibliographic and authority formats and interrelationship in online environment. Application deadline: Wed., Jan. 31, 1990. Apply to: City of Fort Worth Personnel Dept., 1000 Throckmorton, Fort Worth, TX 76102. EEO employer, M/F, handicapped.

Bordeaux branch librarian. Supervise 7 full-time employees in a new 10,000-sq.-ft. branch. Report to head of extension services. System has a total of 6 branches and a new main library of 80,000 sq. ft. MLS required and eligibility for certification by the North Carolina Public Library Certification Commission. Experience in a public library and as a supervisor preferred. Salary: \$23,768. Resume and 3 references to: Pat Jones, County Personnel, PO Drawer 1829, Fayetteville, NC 28302. Copy to: Margaret Stevens, Cumberland County Public Library and Information Center, 300 Maiden Ln., Fayetteville, NC 28301. CCPL&IC is an equal-opportunity employer.

Branch librarian. Manages facility with 9.5 FTE and 285,000+'annual circulation in active library district. Supervises staff, provides assistance to the public, plans programs and branch services, and selects materials. RE-QUIRES ALA-MLS, 4 yrs.' professional public library experience (including 2 yrs.' supervisory management), excellent communication and management skills, and high motivation towards public service work. Beginning salary \$22,500-\$25,500, plus excellent fringe benefits. Applications accepted until position filled. Send resume and 3 references to: Anne Linnemeyer, Director, Springfield-Greene County Library District, POB 760, Springfield, MO 65801.

Branch librarian. Urban branch of a midsized public library 35 minutes west of Cleveland on Lake Erie serving a multi-ethnic bluecollar neighborhood with a large Hispanic population. Seeking public-service, community-oriented person with skills and enthusiasm for working in all phases of library operation including overall planning and management of branch. ALA-MLS and considerable experience at Librarian I level required; knowledge of Spanish helpful. Hiring range \$20,412–\$22,487; excellent benefits package, including employer-paid health insurance. Position open immediately. Send letter of application to: Lorain Public Library System, 351 Sixth St., Lorain, OH 44052. AA, EOE.

Cataloger: Catalog adult and children's materials for network of public libraries. Includes record derivation and original cataloging using OCLC. Assists with retrospective conversion/reclassification projects. Other duties. REQUIRES ALA-MLS; experience with automated cataloging and MARC record format preferred. Salary: \$21,000—\$26,000, benefits. Applications accepted until position is filled, Apply to: Dan Austin, Personnel Officer, Providence Public Library, 225 Washington St., Providence, RI 02903.

Children's librarian, entry-level. \$20,719-\$29,277. Assists with programming for 8 branches. Participates in collection develop-

Head of Technical Services/ Automated Systems

Supervises cataloging, acquisitions, and automated systems divisions. Reports to director. Will direct the work of 2 division managers and 15 support services staff members. Will assist in the planning and implementation of computerized library services. QUALIFICATIONS REQUIRED: ALA-MLS plus 5 yrs.' responsible experience in library work, including 2 yrs.' professional supervisory responsibility and experience in automated catalog and circulation systems. Salary range: \$29,808—\$39,888 with good fringe benefits. Send letter of application and resume to: Chase Adams Public Library of Nashville and Davidson County, 8th Ave., North & Union, Nashville, TN 37203.

The Public Library of Nashville and Davidson County is an equal-opportunity employer.

ment, program development, and summer reading and other programs. Excellent benefits including 40 paid leave days annually. \$500 relocation allowance and some reimbursement for interview expenses. Applications accepted until filled. Send resume, and names and addresses of 3 references to: Personnel Manager, Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301; 304-343-4646.

Children's librarian. Fast-growing Florida east coast library system serving a community of over 100,000, between Miami and Orlando. Responsible for programming and collection development. Requires: ALA-MLS with or without experience. Salary \$21,830 plus benefits. Address inquiries to: L. R. Hennings, Director, Martin County Pub. Lib., 701 E. Ocean Blvd., Stuart, FL 34994; 407-288-5702.

Children's services coordinator. Corpus Christi Public Libraries seek a dynamic person who is creative, imaginative, and innovative to coordinate all aspects of children's services, including planning, outreach, programming, staff development, and research. CCPL is engaged in a long-range planning study with significant focus on children's services. The library system is heavily used by children, affording opportunities for cooperative programming with local schools and day-care providers. THIS POSITION REQUIRES an ALA-accredited master's degree plus 2 yrs.' directly related experience; supervisory experience in children's services preferred. Corpus Christi is a coastal city of approximately 264,000 on the Gulf of Mexico. Recreational and cultural activities abound in this subtropical community. Major cities are within easy driving distance. Minimum salary \$28,176. Send resume, transcripts, and letter of interest to: Herbert G. Canales, Director, Corpus Christi Public Libraries, POB 4992, Corpus Christi, TX 78469. The City of Corpus Christi san EEO employer.

Community services librarian. We are looking for a creative, enthusiastic individual to serve as community services librarian for our dynamic, service-oriented public library which serves a community of 20,000 in a Chicago suburb. Responsible for library public relations including publication of a monthly newsletter and a weekly newspaper column and coordination of our volunteer program, library outreach services including homebound delivery, cable TV programming, book discussion group, and participation in the Bensenville Arts Council. Assists with adult collection development and reference service. In addition to an MLS from an ALA-accredited library school, applicants should possess outstanding oral and written communication skills; knowledge of public library objectives, reference,

and information services; and the ability to serve people of all ages. The library offers a challenging opportunity to participate in team management and intergovernmental cooperation with other community agencies. Excellent benefits; salary range \$20,000—\$27,000. Apply to: Jill Holopigian Rodriguez, Director, Bensenville Community Public Library District, 200 S. Church Rd., Bensenville, IL 60106.

Coordinator of AV. As coordinator of audiovisual services of the Harford County Library, this individual is responsible for the audiovisual department and services for Harford County Library, including all nonprint material and equipment for the public collection. This includes many gethe selection process of all nonprint ge

Coordinator of cataloging (Coordinator of Major Library Activity I). New position. Under the direction of the assistant director for technical services, this position is responsible for the management of the catalog department, including the following functions: copy cataloging, original cataloging, database management including authority control, retrospective conversion, and materials processing. It coordinates OCLC and NOTIS cataloging, original cataloging, and the pro-cessing of materials; is responsible for planning, development, review, and implementa-tion of new services, procedures, and proj-ects; for monitoring schedules and deadlines; for the training, supervision, and evaluation of librarians and clerical staff; for maintaining records, preparing reports, and statistical analyses. It prepares training materials and formulates quality and quantity standards. Applicants must have an MLS from an ALA-accredited library school; at least 5 yrs.' progressively responsible professional cataloging experience in an automated environment, preferably OCLC and NOTIS; extensive knowledge of AACR2 and all MARC formats. Demonstrated leadership skills and success in dealing effectively with a variety of work situations and classifications; excellent organizational, supervisory, and decisionorganizational, supervisory, and decision-making abilities, and active participation in professional activities are critical. Excellent fringe benefits; salary to increase from \$31,665 to \$35,168 upon completion of collective bargaining. Send resume to: Margaret LaRose, Associate Director for Library Per-LaRose, Associate Director for Library Personnel, Detroit Pub. Lib., 5201 Woodward Ave., Detroit, MI 48202. EEO employer.

Director, North Olympic Library System, Port Angeles, Wash. The North Olympic Library System (NOLS) is a county system located on Washington's spectacular Olympic Peninsula. Timber, tourism, aerospace, aquaculture, fishing, and retirement housing are among the top local industries. Headquarters is in Port Angeles (population 20,000) on the Strait of Juan de Fuca, gateway to the Olympic National Park and 30 minutes by air or 2.5 hours by car and ferry from Seattle; 1.5 hrs. by ferry from Victoria, B.C. 4 branches, outreach services, service center, staff of 50 plus full-and part-time, and a \$1.3 million budget serve 55,000 residents. NOLS consistently ranks among highest per-capita-circulation library systems in the state. One of the board's goals is to build a new main branch'service center. Successful applicant will have demonstrated a commitment to service, good interpersonal

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The New York Public Library WHERE YOUR FUTURE IS AN OPEN BOOK

skills, and ability to analyze and manage financial resources. ALA-MLS and Washington State certification required. 5 yrs. library experience preferred. Salary range \$32,000-\$40,000 per annum plus excellent benefits. Applications accepted until Jan. 15, 1990. Send letter of application, resume, and 3 references to: Charlotte Wood, Evaluation Consultant, 12543 Roosevelt Way N.E., Seattle, WA 98125. EOE, AA employer.

Extension/outreach librarian. New position allowing for creativity and innovation. This system wants to expand and upgrade its services in its branches, bookmobile, nursing home, so forth. Minimum qualifications are MLS from an ALA-accredited school plus energy and enthusiasm. Pine Bluff is an excellent and progressive community which offers a high quality of life. Starts at \$19,000 with an increase to \$19,500 after 6 mos. probation; generous benefits, health and dental. Position available anytime after Jan. 1, 1990. Send resume to: Carl Heffington, Director, Pine Bluff and Jefferson County Library System, 200 E. 8th, Pine Bluff, AR 71601.

Head librarian for public library, Arkansas City, Kans. Progressive, friendly community of 17,000 (collection: 55,000 volumes; annual circulation: 90,000; staff: 5 FTE). ALA-accredited MLS preferred. Must be knowledgeable about budgeting, personnel, and computer technology. Library is in the process of automating circulation/catalog functions. Salary range \$20,000+, commensurate with experience, plus benefits. Position available immediately. Applications will be accepted until the position is filled. Please send letter of application, resume, and 3 professional references to: Ronda Ross, c/o Arkansas City Public Library, 120 E. 5th Ave., Arkansas City, KS 67005. EOE and AA.

Librarian, adult services. Primarily reference. ALA-MLS required, reference experience preferred. Strong interpersonal and communication skills. 40-hour week, nights and some Saturdays. \$16,500 minimum plus benefits depending upon qualifications and experience. Applications accepted until position is filled. Send resume, transcripts and 3 current references to: Robert Satterwhite, Hopkinsville-Christian County Public Library, 1101 Bethel, Hopkinsville, KY 42240.

Librarian I, several positions open. Jefferson Parish, La., located adjacent to the City of New Orleans, has several vacancies available. RESPONSIBILITIES: Branch or outreach services manager. QUALIFICATION REQUIREMENTS: ALA-accredited MLS degree. Starting salary: \$18,444 annually (35-hr. workweek). Candidates required to pay their own travel expenses if called for an interview. Applications accepted continuously. Send resume requesting official application forms to: Jefferson Parish Personnel Dept., Room 818, New Courthouse Bldg., Gretna, LA 70053; Attn.: Carolyn Saladino.

Librarian III, systems librarian. Public library with 11 branches seeks manager for integrated automation system (DRA). RESPONSIBLE FOR maintaining and developing daily computer operations, assisting with planning and implementation of computer system upgrades, working closely with administration to develop and implement policies related to automated system, and developing end-user training for staff at all levels. Good communication, interpersonal, analytical, and technical skills essential. POSITION REQUIRES an ALA-accredited MLS and 3–4 yrs.' progressive professional experience. Automation and supervisory experience required; public library experience preferred. Salary: \$24,311–\$26,742 upon initial hire; excellent benefits.

City of Tempe Librarian I Children's Services \$26,796-\$36,178

The City of Tempe is seeking a dynamic, service-oriented professional to join the children's services section of our new library facility. Tempe, the home of Arizona State University, is a progressive community located in the metropolitan Phoenix area. Interested candidates should have 2 yrs.' full-time library experience and a master's of library science degree from an American Library Association—accredited college or university.

This position will remain open until the needs of the city are met, and will close without notice.

Resumes will not be accepted in lieu of official application. APPLY TO:

City of Tempe
Human Resources Department
140 E. 5th St., Suite 100
Tempe, AZ 85281
602-350-8276

Equal-opportunity employer

Location: medium-sized city in foothills of Blue Ridge Mountains. Good weather; moderate cost-of-living; easy access to Atlanta and Charlotte. Send resume and references to: Carolyn Hall, Greenville County Library, 300 College St., Greenville, SC 29601. AA, EEO employer.

Librarian IV, acquisitions librarian/assistant coordinator for technical services. Progressive public library system seeks energetic and enthusiastic professional to implement move from current automated acquisitions system to DRA acquisitions module. 6 FTE assigned to acquisitions duties; 21 FTE in division. \$750,000 + materials budget; OCLC, microcomputer programs, and online catalog (DRA) used daily in division operations. Technical services includes acquisitions, cataloging, processing, and systems sections. Position involves considerable interaction with vendors, public service staff, and administration. Good communication, interpersonal, analytical, and technical skills essential; some public service experience desirable. ALA-accredited MLS and 3–5 yrs.' progressive professional and supervisory experience required. Salary: \$26,022—\$28,624 upon initial hire; excellent benefits. Location: medium-sized city in foothills of Blue Ridge Mountains. Good weather; moderate cost-of-living; easy access to Atlanta and Charlotte. Send resume & ref. to: Carolyn Hall, Greenville County Library, 300 College St., Greenville, SC 29601. AA, EEO employer.

Library director for seacoast New Hampshire town of 12,300. Public library of 45,000 volumes; 130,000 circulation; \$300,000 budget. QUALIFICATIONS: ALA-MLS with public library administration experience; excellent leadership, managerial, and public speaking skills; experience with adults and children's programming; strong background in library automation; ability to work effectively with library trustees, employees, town officials, and community groups. DUTIES: Supervision of collection development, staff of 11 (8 FTE), budgeting, planning, public relations, and building maintenance. Salary range: \$28,500–\$30,000. Applications will be accepted until the position is filled. Send letter of application and resume with 3 professional references to: Catherine Anderson, Search Committee, Lane Memorial Library, Academy Ave., Hampton, NH 03842. EOE.

Assistant Library Director I

Primarily responsible for initiating a comprehensive staff training and development program for a staff of 113 full-time and 80 part-time employees. Progressive urbansuburban library with a cadre of professionals committed to superior public library service. Must be dynamic self-starter with strong leadership ability; superior interpersonal, oral, and written communication skills required. ALA-accredited MLS, minimum of 7 yrs. relevant experience, of which at least one year should be in an administrative capacity. Salary range \$42,687–\$49,797 depending on experience. Medical, dental, credit union; excellent leave benefits.

Send resume and 2 professional references to:

Director's Office Yonkers Public Library 7 Main St. Yonkers, NY 10701

Library director. Immediate opening for director of Dillon County Library, a growing library system in Pee Dee section of South Carolina. County population of 31,083 is provided service from a historic HQ bldg. in Latta, branches in Dillon and Lake View, and a bookmobile. Approximately one hr.'s drive from the Grand Strand Beach area. Budget \$164,000; staff 7 FTE; 1988 circulation 74,791. Applicants must have an ALA-accredited MLS; with preferably one yr.'s professional experience. Responsible for budget, personnel, public relations, materials selections, and overall management of countywide operations. Salary range; \$21,000—\$23,000 depending on experience. Good fringes. Send resume and 3 references to: Dillon County Library, 101 N. Marion St., Latta, SC 29565. EOE, AA.

Library director. Reading (Pa.) Public Library seeks a creative library administrator for central library with 3 branches and 2 bookmobiles, located in Berks County in eastern Pennsylvania. The director is a bureau head of city government. The central library serves as the major resource collection for the Berks County Library System and is a state-designated district library center for the county's 21 public libraries. The library serves a total district population of 320,000 and has 311,200 volumes and 32.2 FTE employees. It is funded by the City of Reading, the County of Berks, and the Commonwealth of Pennsylvania, and has a total budget of \$1.27 million. The library is a member of OCLC, ACCESS PA, and Dialog. Applicants must have ALA-accredited MLS, with a minimum of 6 yrs.' progressively responsible public library administrative experience. The library needs a dynamic leader and effective communicator with government officials, unionized staff, and the public, with the ability to provide direction for strategic planning efforts. The library board has recently completed a successful capital fund campaign. Salary range is \$40,000-\$50,000, plus benefits provided through the City of Reading. Send letter of application, resume, and 3 references by Dec. 31 to Victor R. H. Yarnell, Chair, Search Committee, 1101 Evergreen Rd., Reading, PA 19611. An EOE, affirmative-action employer.

Library services manager, \$2,839-\$3,421 per mo. (salary currently under review), City of Berkeley. Excellent benefits. City pays employee retirement contribution (7% of salary) and contribution to city's supplemental retirement plan. Administers specified systemwide programs, services, and activities of library including planning, operations, budget-

Director

Minneapolis Public Library and Information Center

Minneapolis Public Library and Information Center's (MPLIC) Board of Trustees invites qualified candidates to apply for the position of director. The director has administrative responsibility over all operations of the Minneapolis Public Library System, including its main library, service and technical departments, and its extension operations, regional library, and community libraries. The MPLIC includes 335 FTE personnel and a budget of \$14,650,000. The library houses over 1.8 million volumes, films, videotapes, and slide collections. Total annual circulation is slightly in excess of 2.8 million.

The director's salary range is \$68,500-\$83,750, dependent on qualifications. The position includes a complete benefits program.

MINIMUM QUALIFICATIONS: A master's degree in an appropriate field (an ALA-accredited MLS is strongly preferred); and at least 6 yrs. as a director, deputy, associate, or assistant director, or department head of a major library function or division in a library system (major or public library experience is preferred).

ADDITIONAL EXPERIENCE: Outstanding library leadership and management experience; experience in dealing with a board of directors or trustees; ability to relate to diverse community groups; demonstrated success with major capital improvement projects; fundraising experience; an active interest in professional librarianship, a vision of the future for library professionals and library systems, and a willingness to promote that vision actively within the MPLIC and Minneapolis community.

TO APPLY: A letter of application and a complete resume may be received by 5 pm on Tues., Jan. 16, 1990. Inquiries and applications should be addressed to: Project Coordinator–Library Director Search, MDA Consulting Group, Inc., 1300 International Centre, 920 Second Ave. S., Minneapolis, MN 55402. If interested in a complete position prospectus or to nominate candidates, write to the address above or telephone 612-332-8182.

The MPLIC board encourages applications from all qualified candidates.

The MPLIC board and the City of Minneapolis are equal-opportunity employers.

ing, and personnel management. REQUIRES MLS and 5 yrs.' experience in supervising library programs and services including 2 yrs.' employee supervision. An official City of Berkeley application and supplemental questionnaire must be completed. For application materials call 415-644-6460 or apply in person at: Personnel Department, 2180 Milvia St., Berkeley, CA 94704. AA, EOE.

Public service librarian with primary focus on adult and young adult services for a small town of 25,000 in the California Bay area. Includes reference and readers' advisory services, collection development, cataloging, and community work. ALA-MLS required. Salary: \$21,180—\$25,668 with good benefits. Available: Feb. 1, 1990. Application deadline: Jan. 2, 1990. Inquire for application to: Carol Starr, Benicia Public Library, 144 E. G St., Benicia, CA 94510; 707-745-2265.

Reference librarian (search reopened). Portsmouth Public Library is seeking a professional librarian to work in general reference and historical services. In addition to approximately half-time at the reference desk, duties include organizing, maintaining, and providing public access to the library's historical and other special collections. ALA-accredited MLS, with experience preferred. Familiarity with archival procedures a plus. Salary range: \$19,522—\$23,727 (currently under negotiation). Excellent benefits. Send resume, letter of application, and names of 3 professional references to: William Scott, Personnel Director, City of Portsmouth, 1 Junkins Ave., Portsmouth, NH 03801. An equal-opportunity employer.

Special collections librarian (Librarian I). Asheville-Buncombe Library System, largest public library in western North Carolina, is seeking a bright librarian with some experience for its unique North Carolina and Thomas Wolfe collections. RESPON-SIBILITIES INCLUDE recommending and implementing conservation practices; developing copy and original cataloging for special collections; participating in collection development. REQUIRES ALA-accredited MLS; eligibility for North Carolina certification; strong reference and public service skills. Familiarity with current methods of preservation, storage, and handling of books, manuscripts, and

photographs preferred. Salary range: \$17,680-\$30,328. Hiring salary limit \$21,502, increasing to \$22,568 after 3 mos. Good fringe benefits. Send letter of application, resume, and 3 references by Jan. 31, 1990, to: Buncombe County Personnel Dept., Buncombe County Courthouse, Asheville, NC 28801-3548. An equal-opportunity employer.

Technical services/automation coordinator. QUALIFICATIONS: MLS required. Experience in technical services in an automated public library including some supervisory experience preferred. Familiarity with personal computers desirable. DUTIES INCLUDE cataloging and processing new materials, supervising all aspects of the automated system, and training staff in a variety of computer applications. Salary \$20,556–\$25,799. Send resume, 3 references, and letter of application to: Nancy Wissemann, Assistant Director, West Springfield Public Library, West Springfield, MA 01089.

2 positions open. 1) Librarian I. Salary \$20,051–\$29,745 annually. Professional library work involving the responsibility for providing professional and technical services in the public library system. ALA-accredited MLS with one yr.'s library experience. 2) Librarian II (branch manager). Salary \$23,206–\$34,356 annually. Professional and supervisory library work which involves responsibility for administration and operation of a branch or division of the library system. ALA-accredited MLS with 3 yrs.' professional library experience. Conformity with the 1986 immigration law will be required. Send letter of application and resume to: Pasco County Personnel, 7536 State St., New Port Richey, FL 34654. EOE.

3 positions open, Librarian II, \$27,747 annualized. The City of Phoenix is recruiting for 3 subject specialist positions: 1) Business specialist. RESPONSIBLE FOR developing large collection of business and economics materials. High level of reference competence with business sources and online database searching required. Position is expected to develop strong relationship with business community. Extensive knowledge of business publishing essential. Position reports to head of business and sciences. MLS and minimum

of 2 yrs.' experience in business specialty required. Graduate-level coursework in business highly desirable. 2) Arizona history specialist. RESPONSIBLE FOR maintaining a special collection of local Arizona and Southwestern history materials. May additionally select material in various areas of American and world history. Extensive knowledge of local history collections essential. Subject expertise in American history preferred. Position reports to head of arts and humanities. MLS and 2 yrs.' experience in archives, local history, and/or selecting for a major history collection required. Graduate coursework in history highly desirable. 3) Foreign language specialist. RESPONSIBLE FOR developing and promoting collection of fiction and nonfiction materials covering 26 languages. Ability to speak and read Spanish, as well as familiarity with several other languages, are required. Must be familiar with publishers and sources for obtaining foreign language materials. Interest and skills in community outreach is also essential. Position reports to head of popular library. MLS and 2 yrs.' professional library experience at the level of Librarian I required. The Phoenix Public Library system consists of a large central library and 10 branch libraries. A new central library is projected to open in 1992. To request application, write or call: City of Phoenix, Personnel Dept., 135 N. 2nd Ave., Phoenix, AZ 85003; 602-262-6277. AA, EEO, H employer.

SCHOOL LIBRARY

High school library media specialist. The Grosse Pointe Public School System, located in a suburban community of 58,000 in southeast Michigan, seeks a knowledgeable and well-trained high school library media specialist to work as a member of the library media team. MAJOR RESPONSIBILITIES INCLUDE instructional support, technological services, and nonprint materials including instruction in the use of various media to students and staff. The media specialist should provide direction and innovative training for the use of ononprint and technology in the instructional program. Applicants must have an MLS from an accredited library school; preferably, additional emphasis and experience in technology and instructional support with a concentration in nonprint media. Salary range is \$28,000—\$38,000 (10-mo. position), depending upon experience and qualifications; excellent fringe benefits. Send letter of application and resume by Dec. 22 to: Director of Personnel, Grosse Pointe Public School System, 389 St. Clair Ave., Grosse Pointe, MI 48230. Additional information may be requested from the director of libraries at 313-343-2090.

SPECIAL LIBRARY

Curator of manuscripts and archives. The Indiana Historical Society is accepting applications for curator of manuscripts and archives. The historical society, founded in 1830 and headquartered in Indianapolis, is a private, nonprofit corporation with a significant opera-tional endowment. The historical society's library, the William Henry Smith Memorial Library, is a repository of rare books, visual materials, manuscripts, archives, architectural collections, maps, ephemera, and related research materials that document the history of Indiana and the Old Northwest. The Department of Manuscripts and Archives is one of 6 library departments. The curator of manuscripts and archives, after close consultation with the director of the library, is responsible for all designated operations of the department, including short- and long-term departmental planning; development and implementation of departmental policies and procedures related to collection development, preservation, and access; effective and appropriate communication, consultation, and cooperation with other department heads; and supervision of full- and part-time departmental staff. The curator of manuscripts and archives reports to the director of the library. A full

Smithsonian Institution Libraries Assistant Director Research Services

The Smithsonian Institution Libraries are seeking candidates for the position of assistant director, research services. This position is in the federal civil service with a salary of \$57,158-\$74,303 per annum. Smithsonian Institution Libraries are a major system of research libraries, supporting the research, curatorial, exhibition, publication, and public service programs of the institution. The incumbent will: administer all activities of a 14-branch library system; establish and maintain close communication links with the user population to keep abreast of programs requiring library support; and participate in the general administration of the SIL by serving on the director's Executive Conference. Personal research in areas related to Smithsonian interest will be encouraged and supported. Candidates should have a high degree of professional competence in library/ information science; at least 3 yrs.' experience in the administration of a research library serving a large, complex organization; and demonstrated administrative and managerial ability. Closing date for applications is Feb. 1, 1990. Send Standard Form #171. Application for Federal Employment, and curriculum vitae to: Smithsonian Institution, Office of Personnel Administration, Branch 3, POB 23294, Washington, DC 20026-3294; Attn.: Delia Newlin.

An equal-opportunity employer

position description is available upon request. Candidates must have a master's degree in archival administration, records management, museum studies, library science, or other similar qualifying advanced education, with an emphasis on manuscript and/or archives; certification by the Society of American Archiveists by the end of the first year of employment (Dec. 31, 1990) is required; at least 4 yrs.' experience in a manuscript or archival repository, with at least 2 yrs.' supervisory experience. A 2nd subject master's degree in history or a related subject field is desirable. Starting salary is in the upper \$20s but is negotiable depending on qualifications and experience (salary range is \$27,800–\$40,800). The historical society, an equal-opportunity employer, has an excellent benefits program. Applications will be accepted until the position is filled. We hope to fill the position before January 1, 1990. Send a resume and any supporting materials to: Bruce L. Johnson, Director, Smith Memorial Library, Indiana Historical Society, 315 W. Ohio St., Indianapolis, IN 46202.

Technical services librarian. Join the team of this small quality-oriented company providing cataloging services to law firm, corporate, and special libraries. Participate in supervision of clerks on-site in client libraries and catalog using OCLC and our in-house databases. Willing to train, or upgrade skills of, individual with a commitment to technical services. REQUIREMENTS: MLS or MLS candidate. Some cataloging or technical services experience. Must be flexible by nature. Need basic typing skills for computer-input work. Salary \$25,000–\$30,000 commensurate with experience; full medical/dental benefits. Send resume to: Joni Cassidy, President, Cassidy Cataloging Services, 139 Fulton St., Suite 719, New York, NY 10038. No calls please.

2 assistant curators of prints and photographs. The Chicago Historical Society has positions open immediately for 2 archivists/librarians in a collection of 1 million photographs, prints, posters, and motion picture

films. QUALIFICATIONS: MLS or MA and/or experience in American history, art history, printmaking or photography, or related disciplines. Experience with historical prints, understanding of photographic processes, familiarity with cataloging of nonprint materials (especially using MARC-VM), knowledge of Chicago history, geography, and architecture helpful. Salary range: \$20,000–\$24,000 plus excellent benefits. Send resume and references to: Margery Melgaard, Chicago Historical Society, Clark Street at North Ave., Chicago, IL 60614.

STATE AGENCY

Associate librarian for conservation. New York State Library seeks preservation officer. Position plans for and supervises microfilming, binding, restoration, repair, disaster preparedness activities. Management, communication, and organizational skills essential. MINIMAL QUALIFICATIONS: MLS from ALA-accredited school, 3 yrs.'+ professional experience with administrative or supervisory responsibility, one yr. of which in conservation. Must also have 2 yrs.'+ experience in care and preservation of academic or research library or regional conservation center. Some substitutions for advanced training possible. Current minimum salary \$37,772 with annual increments to \$46,510. Closing date Dec. 22. Inquiries to: J. Van der Veer Judd at 518-474-5955. Send resume and names of 3 references to: Charles J. Brynes, Director, State Education Department Personnel, Box SC25, Washington Ave., Albany, NY 12234. AA, EOE.

Networking consultant needed with interest and experience in state or regional resource-sharing projects, automation, and telecommunications. We guarantee challenging work and ample opportunity to grow with an evolving program. We offer good people to work with and a chance to see the beauties of the state. Beginning salary range: \$25,688-\$28,330. As a first step, send your resume by Dec. 31 (CORRECTED DEADLINE DATE) to: Ann Joslin, Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2153.

Staff Specialist III, public libraries, Position #039647; Grade 17 (\$31,264-\$41,065). This is a professional position responsible for providing leadership in the planning, development, and enhancement of public library and state networking services in the State of Maryland. This position is part of a team that will take a dynamic role in furthering the goals of the state library development plan for a state noted in the field of public libraries. MINIMUM QUALIFICATIONS: 1) Education: Master's degree in library science from a college or university accredited by the American Library Association. 2) Experience: 3 yrs. varied library experience in providing services to all ages and groups in planning, program development, project management, data analysis, and in establishing cooperative relationships with other libraries and organizations. Public library experience is preferred. Closing date for receipt of applications is Dec. 15. Call 301-333-2038 for application and position announcement.

State librarian, New Mexico Office of Cultural Affairs. Library division is seeking a state librarian. The agency has a \$2.5 million budget and a staff of 58. The director is responsible for overall administration of the state library; promoting statewide library development; providing information services to state government; ensuring adequate library services to special populations including a large rural population; and administering a strong program of consulting, training, and technical assistance to all types of libraries in the state. MINIMUM QUALIFICATIONS: An MLS from an ALA-accredited library school and at least 5 yrs.' progressively responsible

experience in library administration. Experience with budget preparation and justification, the legislative process, library automation, and innovative long-range planning and implementation is highly desirable. Other important qualifications include demonstrated commitment to a participatory management style and the ability to interpret library philosophy and programs to the library community, legislators, and the public. Salary range: \$2,893—\$3,947 per mo. Closing date for applications: Jan. 5, 1990. Applicants must submit a resume to: Helmuth J. Naumer, Cultural Affairs, POB

2087, Santa Fe, NM 87504.

VENDOR/UTILITY

Bibliographic specialist-Vietnamese. Purchase, catalog, oversee operations and quality control of Vietnamese unit. \$29,000-\$37,000/year, ALA-MLS, command of Vietnamese language, AACR, MARC, LCSH, and Dewey & LC classification. ASIA is an LSCA-supported program. Resume to: Asian Shared Information and Access (ASIA),

2225 W. Commonwealth Ave., #315, Alhambra, CA 91803.

Manager, administrative services. Supervise business operations, budget, accounting, bookkeeping, and personnel functions. Salary: \$34,000-\$42,000/year. Requires: Graduate degree in management or MLS; minimum of 3 yrs. administrative experience. Library experience preferred; Asian language and cultural background desirable. Resume to: Asian Shared Information & Access (ASIA), 2225 W. Commonwealth Ave., #315, Alhambra, CA 91803.

CONSUMER CLASSIES

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THANKS for keeping us so busy that we had no time for selecting and addressing our customary Season's Greetings. Please accept our heartiest wishes in this manner. Albert J. Phiebig, Inc., Box 352, White Plains, NY 10602-0352; 914-948-0138.

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MEXICAN monographs and serials. Government publications. Free referral service and book lists. Selective blanket order service for academic libraries. Selection and distribution of single or multiple copies of textbooks. MACH, Apartado Postal 13-319, Delegacion Benito Juárez, 03500, Mexico, D.F.

DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

December

27-30: American Historical Assn. annual mtg., San Francisco, Calif. Info.: S. Gammon, Exec. Dir., AHA, 400 A St. S.E., Washington, DC 20003 (202-544-2422).

January

- 6: Hiring, Interviewing, & Selection: Job Qual. & Descriptions wkshp., GSLIS, U. Wash., Seattle. Spons., U. Wash./GSLIS. Fee, \$90. Info.: M. Landrum, U. Wash. Ext. Regis., GH-25, 5001 25th Ave. N.E., 98195 (206-543-2300).
- **7-9:** American Assn. of Law Libs. midwinter institute, Loyola U. Law School, New Orleans, La. Theme, "Matching Needs & Resources." Fee, \$325. Info.: F. Pughsley, Hansel & Post, c/o First Nat'l. Bank Tower, Atlanta, GA 30383 (404-581-8118).
- **7-9:** Women in Higher Ed. annual int'l. conf., Westin Hotel, El Paso, Tex. Fee, \$185. Info.: R. Stakes, CE Dept., U. Tex./El Paso, Miners Hall 105, 79968 (915-747-5142).

19-20: Utah Ed'l. Lib./Media Assn. annual conv., Brigham Young U. Conf. Center, Provo. Theme, "Promoting Human Rights: The Role of Lib. Media & Technology." Info.: K. Gardner, Exec. Secy., UELMA, 3690 N. Little Rock, 84604 (801-224-9920).

20: Staff Issues wkshp., GSLIS, U. Wash., Seattle. Details: see Jan. 6.

23: Contract Administration prog., James Madison Mem'l. Bldg., LC, Washington, D.C. Spons., Fed. Lib. & Info. Center Committee (FLICC). No fee. Enrollment limited. Info.: C. Zirps, FLICC, c/o LC, Adams Bldg., Rm. 1026C, 20540 (202-707-6454).

24-27: Special LA winter mtg., St. Louis, Mo. Info.: SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700; Fax: 202-265-9317).

30–Feb. 2: Managing Federal Grants: New Rules—A Changed Environment prog., Marriott Hotel, St. Louis, Mo. Spons., Nat'l. Ed. Institutes (NEI). Fee, \$700. Info:: NEI, POB 525, Rockville, MD 20851 (301-871-9422).

Beverly Goldberg, ed.

31–Feb. 4: Assn. for Ed'l. Communications & Technology (AECT) annual conv., Anaheim (Calif.) Conv. Center. In conj. w/INFO-COMM int'l. expo., Feb. 1–3. Theme, "Preparing for 2001: Learners in a Global Society." Fee, \$165. Info.: AECT, 1126 Sixteenth St. N.W., Washington, DC 20036 (202-466-4780; Fax: 202-466-4785).

February

- **1-3:** Bibl. Instruction annual conf., Eckerd Col., St. Petersburg, Fla. Spons., Eckerd Col. Focuses on role of CD-ROM in bibl. instruction. Enrollment limited to 75. Info.: L. Hardesty, Dir. of Lib. Services, Eckerd Col., POB 12560, 33733 (813-867-1166).
- 3: Employee Evaluation wkshp., GSLIS, U. Wash., Seattle. Details: see Jan. 6.
- **8-9:** Implications of Changing Technologies wkshp., U. Wis., Madison, Spons., UW-Madison/SLIS/CE Services, Info.: J. Pearlmutter, Prog. Coord., SLIS CE Services, UW, 600 N. Park St., 53706 (608-262-6398).
- 8-9: Know-Show technology annual mini-

DATEBOOK continued on next page.

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Acquisition Budgets: Strategies for Serials, Monographs, and Electronic Formats Oklahoma City, Okla. March 1-2, 1990

Speakers:
Dana Alessi • Baker Taylor Books
Carolyn Bucknall • University of Texas

Jeff Gardner • Association of Research Libraries
Malcolm Getz • Vanderbilt University
Charles Hamaker • Louisiana State University
Robert Houbeck, Jr. • University of Michigan
Daniel Richards • National Library of Medicine
Herbert White • Indiana University

Contact for information: Donald C. Hudson, University of Oklahoma Libraries, Norman, OK 73019; 405-325-2611.

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DATEBOOK continued

conf., Las Vegas, Nev. Spons., Las Vegas-Clark County Lib. District. Fee, \$30. Info.: B. Rucker, Clark County Lib., 1401 E. Flamingo Rd., 89119 (702-733-3615).

9: The Unreluctant Profession: Youth Services in the 1990s prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Info.: M. Chen, CE Secy., FLIS, U. Toronto, 140 St. George St., Toronto, Ont. M5S 1A1, Canada (416-978-7111).

10-11: Int'l. Aspects of School Lnshp. wkshp., U. Wis., Madison. Details: see Feb. 8-9.

13-15: New Zealand LA annual conf., New Plymouth, N.Z. Theme, "Info. + energy = power." Info.: NZLA Conf., c/o New Plymouth Center Lib., POB 48, New Plymouth, N.Z. (067-84-544; Fax: 067-83-257).

15-16: Space Planning for Libs. wkshp., U. Wis., Madison. Details: see Feb. 8-9.

20-22: Computers in Libs. Int'l. 1990, Novotel, London, U.K. Spons., Meckler Ltd. Info.: A. Taylor, Meckler Ltd., Grosvenor Gardens House, Grosvenor Gardens, London SWIW 0BS, U.K. (01-931-9985; Fax: 01-931-8908).

20-23: Nat'l. Learning Resources conf., Golden Gate Holiday Inn, San Francisco, Calif. Spons., Learning Resources Assn. of Calif. Community Colleges (LRACCC). Theme, "The Change Dimension: Learning Resources for the 1990s." Info.: D. Kirkorian, LRACCC, 4000 Suisun Valley Rd., Suisun 94585 (707-864-7106).

20-24: Music LA annual conf., Tucson, Ariz. Info.: M. Silver, Music Lib., UC/Santa Barbara, Santa Barbara, CA 93106 (805-961-3609).

22-23: Organizational Management wkshp., U. Wis., Madison. Details: see Feb. 8-9.

23: Project Management prog., FLIS, U. Toronto, Ont. Details: see Feb. 9.

24: Personnel Problems wkshp., GSLIS, U. Wash., Seattle. Details: see Jan. 6.

March

1-2: Financial Management wkshp., U. Wis., Madison. Details: see Feb. 8-9.

5-7: Great Southern Video Show, Marriott Marquis Hotel, Atlanta, Ga. Info.: L. Oser, Great Southern Video Show, 211 E. 43rd St., New York, NY 10017 (212-682-7320).

6-7: Working in Libs.: A Staff Development Conf. for Lib. Assistants, Support Staff, &

COMING UP

ALA Midwinter Meeting

Chicago, IL Jan. 6–11, 1990 Chicago, IL Jan. 12–17, 1991

National Library Week

April 22-28, 1990

ALA Annual Conference

Chicago, IL June 23–28, 1990 Atlanta, GA June 29–July 4, 1991

IFLA Annual Conference

Stockholm, Sweden Aug. 18–24, 1990 Moscow, U.S.S.R. Aug. 19–24, 1991

PLA National Conference

San Diego, CA March 20-23, 1991

ACRL National Conference

April 1-4, 1992

Executive Board

Phoenix, AZ

Chicago, IL April 25-26, 1990

Paraprofessionals conf., Yahara Center, Madison, Wis. Spons., U. Wis.-Madison/SLIS/CE Services. Fee, \$65. Info.: see Feb. 8-9.

8: Community Standards vs. Intellectual Freedom prog., Olympia, Wash. Also on March 15 in Spokane, Wash. Spons., Wash. State Lib./Lib. Planning & Development. Info.: see Ian 6

9: Indexing: A Hands-On Wkshp., FLIS, U. Toronto, Ont. Details: see Feb. 9.

15-17: Washington LA/Children's & YA Services Div. spring inst., Island Lake. Theme, "The Balancing Act: Collection Development for Young People." Info.: C. Peterson, Tacoma Pub. Lib., 1102 Tacoma Ave. S., Tacoma 98402-2098 (206-591-5699).

16-17: Annual Children's Lit. Conf., Northern III. U., DeKalb. Spons., Northern III. U./Col. of CE/Continuing Prof. Ed. Fee, \$90. Info.: A. Horst, Col. of CE, NIU, DeKalb 60115

16-17: Annual Children's Lit. Festival, Dept. of Lib. Science, Sam Houston State U., Huntsville, Tex. Spons., Sam Houston State U./DLS. Theme, "Focus on the Family in Children's Books." Fee, \$35. Regis. deadline Feb. 1. Enrollment limited. Info.: J. Paris, Festival Coord., DLS, SHSU, POB 2236, 77341 (409-294-1150).

16-17: Hawaii LA spring conf., Sheraton-Waikiki Hotel, Honolulu. Theme, "Family Literacy." Info.: T. Webb, Dir., Kapiolani Community Col., Diamond Head Campus Lib., 4303 Diamond Head Rd., 96816 (808-734-9266).

21-23: How to Get the Very Best II wkshp., Chicago (III.) Hilton & Towers. Spons., ALA/Pub. Lib. Assn. Info.: PLA, ALA, 50 E. Huron St., 60611 (800-545-2433).

21-24: Kansas LA; Kansas Assn. School Lns.; Kansas Assn. of Ed'l. & Communications Technology triconf., Ramada Inn Downtown, Wichita. Info.: L. Gattin, Exec. Secy., KLA, c/o Hutchinson Pub. Lib., 901 N. Main, Hutchinson 67501 (316-663-2501).

22-23: Harmony in a Time of Change: Finding a Common Ground conf., Hotel Syracuse, N.Y. Focuses on issues facing acad. & special lns. in the 1990s. Spons., N.Y. LA/Acad. Lib. Section/Special Lib. Section, et al. Info.: J. Currie, Conf. Chair, c/o South Central Lib. Council, Dewitt Bldg., 215 N. Cayuga St., Ithaca 13850 (607-273-9106).

22-24: Annual Children's Lit. Festival, Central Missouri State U., Warrensburg. Spons., CMSU. *Adv. regis. req'd.* Info.: O. Gilbert, Co-dir., Children's Lit. Festival, CMSU, 64093 (816-429-4151).

22-24: Books, Literacy, & Thinking Skills annual nat'l. conf., St. Louis, Mo. Cospons., Book Lures; Lindenwood Col. CEUs available. Info.: N. Polette, Book Lures, POB 9450, O'Fallon 63366 (800-444-9450 or 314-272-4242).

25-27: Annual Clinic on Lib. Appls. of Data Processing conf., Champaign, Ill. Spons., U. Ill. at Urbana-Champaign/GSLIS. Theme, "Artificial Intelligence & Expert Systems: Will They Change the Lib.?" Info.: A. Holt, GSLIS, U. Ill. at Urbana-Champaign, 410 David Kinley Hall, 1407 W. Gregory Dr., Urbana 61801 (217-333-3280).

Organizing a study tour for 1990? Tell AL

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Photos of tour sites or promotional art are welcome (though not required) and will be returned

To guarantee inclusion, your information must be received at *AL* by Feb. 5. Forward details to: Study Tour Roundup, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326.

Planning a library-related event? Draw a crowd with AL's DATEBOOK

There's no time like the present to reserve space for your spring 1990 programs. Seen by 53,000+ subscribers, *AL's* DATEBOOK offers free calendar listings to nonprofit event sponsors, and reasonable ad rates to for supplemental listings. Address all calendar items or queries to: DATEBOOK Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611.

The Source, highlighting useful items in major areas of library/information activity, is written by Holly Rogerson, resident librarian at the University of Illinois/Chicago library. Send materials for Ms. Rogerson to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

ibrarian's library

Collection-building handbook. Collection Development for Libraries, by G.E. Gorman and B.R. Howes, examines the principles of planned collection development. The authors begin with a discussion of the need for formal collection development policies and specifications for their form and content.

The second part of the handbook examines collection evaluation, and use and user studies. Part three deals with selection and weeding of resources, and the final section contains a selective bibliography on selection and collection development.

The 432-page text, part of the Topics in Library and Information Studies series, is \$45 from K.G. Saur, 245 W. 17th St., New York, NY 10011 (0-408-30100-7, 89-579).

Impact of technology. The latest issue of Library Trends (Winter 1989) examines the role of technological change in libraries, which issue editor Beth M. Paskoff says have "always been among the first social institutions to utilize new technologies."

The nine articles look at how librarians are facing the changes that technologies have brought to their daily professional lives. The issues examined range from an overview of library automation by William Saffady to a discussion of electronic publishing by F.W. Lancaster. Single copies are \$15 from the University of Illinois Press, Journals Dept., 54 E. Gregory Dr., Champaign, IL 61820 (ISSN 0024-2594).

New MARC format. USMARC Format for Holdings and Locations offers a practical look at the development, implementation, and use of the newest member of the MARC format family. Editor Barry B. Baker has collected 11 articles designed to help libraries understand and implement the new format.

The papers cover such areas as the development of the format, Faxon serial interfaces for check-in and union list, SISAC (the Serial Industry Systems Advisory Committee), and the format's implementation at a variety of libraries. The 227-page text, supplement no. 2 to the journal *Technical Services Quarterly*, is \$32.95 from Haworth Press, 10 Alice St., Binghamton, NY 13904-1580 (0-86656-695-3, 88-16383).

Libraries at war. Katherine J. Harig details the impact of military library services on public library service in the U.S. in *Libraries*, the *Military*, & *Civilian Life*.

The first three chapters give a chronological view of libraries and the military in World War I, World War II, and today. Later chapters describe armed forces education programs, the present state of library support to military education, and implications for civilian libraries, among other topics. Harig concludes with recommendations for service to military personnel. 194 p., \$32.50 from the Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02167-1, 89-2818).



A World War I library service poster. From Libraries, the Military, & Civilian Life.

No more paper memos. EMail for Libraries provides information to help librarians choose among the alternatives available and take advantage of electronic mail. Author Patrick R. Dewey describes a variety of types of systems in addition to suggesting guidelines for purchasing.

Dewey begins by describing the basic concepts of electronic mail and then discusses its uses in libraries: reference, professional communication, and interlibrary loan, among others. Other topics include choosing hardware and software, and local and national networks.

Appendixes include an annotated bibliography, a glossary, and lists of software sources, newsletters and periodicals, and Email vendors. 177 p., \$39.50 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-327-X, 89-31982).

Owning ideas. Intellectual Property Issues in the Library Network Context presents a summary of the work of the Library of Congress Network Advisory Committee. The committee focused on how the legal system attempts but often fails to deal with recent rapid changes in technology.

The overall conclusion of the committee is that the current intellectual property system must be substantially changed to meet current and future technological demands. Specific predictions included massive changes in the copyright law, perhaps even to the point of its replacement by contracts of adhesion, and the use of collecting agencies as a mechanism to provide compensation to creators.

The 98-page paperback is \$7.50 from the Customer Services Section, Cataloging Distribution Service, Library of Congress, Washington, DC 20541 (0-8444-0636-8, 89-600035).

Best seller alerting service. A new bimonthly publication is aimed at helping librarians keep up with soon-to-be best sellers. *Tracking the Upcoming Bestsellers* lists 25 to 30 yet-to-be-published books destined to top the charts.

The listing is designed to help public service librarians answer queries concerning the newest titles coming out by popular authors. Arranged alphabetically by authors' names, the one-page list gives title, publisher, and release date. Some entries include a one-line plot summary.

A year's subscription is \$7.95 U.S. and \$10.95 elsewhere from Impossible Dream Publications, POB 1844, Tucson, AZ 85702.

How-to help. Two new guides in Neal-Schuman's series of How to Do It Manuals for Librarians provide practical advice for library personnel.

- Communicating Professionally, by Catherine Sheldrick Ross and Patricia Dewdney, presents a step-by-step guide to developing and applying the communication skills needed in libraries. The first section of the 293-page manual describes those skills: nonverbal behavior, listening, speaking, and writing. The second part shows how to apply the skills on the job, in such typical situations as answering the telephone, chairing a panel, and writing procedure manuals. Exercises and role play scenarios are included to reinforce the points explained. (1-55570-031-4, 88-35713).
- Buying Books, by Audrey Eaglen, concentrates on the actual purchase process, rather than on selection. After describing the book-publishing industry, (including how books are created and distributed, issues of cost, and current trends in the industry), Eaglen views the book-ordering process. Top-

"Starring Mike Shannon." That's what LJ was about, in reviewing ("unique resource useful for selection, reference, and, yes, fun reading") his Diamond Classics: Essays on 100 of the Best Baseball Books Ever Published (McFarland, 1989, \$24.95); heed the wintry need of hot-stove leaguers! And wait not till the "winter" but Read All Your Life, with Barbara Kerr Davis's A Subject Guide to Fiction (1989, \$24.95). "A book must be the axe for the frozen sea inside us," said Franz Kafka.

Many a poignant winter overlay The Presidents' Last Years, a comprehensive reference; George Washington to Lyndon B. Johnson are shown in their intimate humanity by Homer F. Cunningham (1989, \$25.95). Keeping the fires through the cold were Presidents' Wives, and now The Lives of 44 American Women of Strength are library bound from McFarland (Carole Chandler Waldrup, 1989, \$24.95). Indochina's Refugees, who in jungle death camps felt the chill of the heart or saw life turn cold in crowded boats, give their harrowing stories in Oral Histories (via Joanna C. Scott) from Laos, Cambodia and Vietnam (1989, \$29.95; "recommended" by Library Journal).

What better for a winter's night than it be Musical and Michael C. Thomsett's Terms, Symbols and Theory has over 1400 definitions as clear as metronomes—An Illustrated Dictionary (1989, \$39.95) sure to win bravos, just as did Thomsett's 1986 Investment and Securities Dictionary (LJ "definitely recommended"), 1988 Real Estate Dictionary ("absolute clarity," said WLB), and 1989 Insurance Dictionary Illustrated ("laudably clear," opined Choice; all three are \$29.95 from McFarland).

You lookin for heat, baby, check out the Black Action Films at a downtown bijou. James Robert Parish and George H. Hill have compiled Plots, Critiques, Casts and Credits for 235 Theatrical and Made-for-Television Releases (81 photos, 1989, \$35). But how many were 3-D Movies...? See R.M. Hayes' History and Filmography of Stereoscopic Cinema (207 pix, 1989, \$45)—exhaustive, never-before-published worldwide credits and details. If you have warm memories of classic movies, look into Cynthia Marylee Molt's "Gone with the Wind" on Film (A Complete Reference with 560 smallish-print pages; Dec. '89, \$45): sets, characters, players, costumes (every garment discussed), everything!

In Midwinter Chicago, come warm your outlook at Booth 731 with **McFarland & Company**, Inc., **Publishers**, Box 611, Jefferson NC 28640 (919-246-4460).

The Source

ics include the various types of vendors and how to deal with them, the ordering process, and automated acquisitions. A glossary and a selected list of U.S. book wholesalers conclude the 166-page guide. (1-55570-013-6, 88-3368).

Each paperback manual is \$35 plus shipping from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013.

Surveying student attitudes. Occupational Entry reports on a Spring 1988 survey of the demographics, attitudes, and aspirations of students enrolled in accredited library and information science programs. The survey was conducted by ALA's Office for Library Personnel Resources to provide background for recruitment efforts in the 1990s, with special focus on minorities and women.

After a discussion of personnel needs in library and information science, authors Kathleen M. Heim and William E. Moen describe the methodology, development, and implementation of the survey. An overview of the results is given, followed by a more detailed analysis of these results in the areas of enrollment status, ethnicity, and gender. The authors' conclusions and a bibliography complete the text.

The 237-page paperback is \$14 from ALA/OLPR, 50 E. Huron St., Chicago, IL 60611 (0-8389-7335-3).

video

The impact of alcoholism is explored in *Everything's Fine: Adult Children of Alcoholics*. Actor Ed Asner narrates the 16½-minute program showing the long-range impact of alcoholism and other addictions on family members.

Understanding is the goal of the video, which avoids placing blame. Topics covered include the behaviors learned when growing up in a dysfunctional family and the impact of such behaviors in the workplace.

Discount priced for libraries at \$29.95, plus tax and shipping, from Vital Video Productions, 100 Summer St., Mail Stop 01-01, Boston, MA 02110.

Health education directory. The Healthcare Video Directory lists educational and training videotapes developed for healthcare professionals, librarians, and educators. Edited by Mark L. Kander, the directory is meant to be comprehensive and will be updated periodically.

The directory lists the video programs in three broad subject areas: administrative, ancillary, and legal; clinical staff education; and patient/family education. These areas are then further subdivided into more than 200 topics.

Each entry includes information on the video's content, publication date, length, formats, and distributor, and whether the video is available for preview or rental in addition to purchase.

The 540-page spiral-notebook directory is

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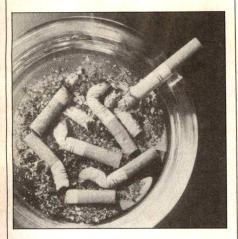


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\$99 from National Health Publishing, 99 Painters Mill Rd., Owings Mill, MD 21117 (1-55857-004-7).



America's no. 1 killer. Smoking: Everything You and Your Family Need to Know, a 30-minute video program produced by HBO, examines the evidence that "tobacco smoking kills more Americans than AIDS, heroin, cocaine, alcohol, car accidents, and fire and murder combined." The VHS tape and leader's guide are \$99.95 from Ambrose Video Publishing, 381 Park Ave. South, Suite 1601, New York, NY 10016.

Deterring dropouts is the goal of *Partners in Education*, a video program illustrating how teachers can use computers and software to hold their students' attention. The video features success stories showing at-risk students working with computers at a variety of schools.

Schools may receive the video free for a loan period of 30 days and may make as many copies as they wish for their institution or organization. The videotape may also be purchased for \$19.95. Single copies of the pamphlet "Students at Risk: How Computers and Software Can Help" are also free from Mindscape Inc., 3444 Dundee Rd., Northbrook, IL 60062.

Wings Over Water tells the story of the role of naval aviation in making the U.S. a world power. The 59-minute video program, voted the second most popular program on PBS in 1986, uses archival footage from the 75-year history of naval air battles and interviews with veterans who participated.

The film highlights the increasing dependence of the U.S. on the Navy and concludes by examining current U.S. aviation and questioning what its future will be. \$59.95 in 1/2-inch, VHS, and Beta formats from Varied Directions Inc., 69 Elm St., Camden, ME 04843.

Keep reading to your kids is the message of *Read to Me, Too*. The 15-minute video, a sequel to the earlier video production *Read to Me,* deals with the importance of continuing to read aloud to children aged 5–8. The program explains the role of reading aloud by parents and caregivers during the years when

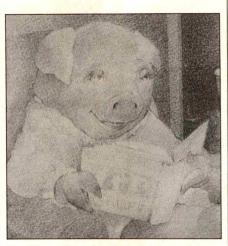
children are continuing to acquire language. Viewers will also learn the resources available at their public library.

Available on VHS, Beta, and 3/4-inch U-Matic. \$50 for one copy and \$30 each for multiple copies. Previews are \$5, which is applied to the purchase price if ordered. Order from the Greater Vancouver Library Federation, 110-6545 Bonsor Ave., Burnaby, B.C. V5H 1H3, Canada.

Animated classics. SVS, Inc., is releasing four new titles in its Rabbit Ears Storybook Classics video series, bringing the number of programs in the series to 10. The programs feature the voices of Hollywood stars and music by new age and popular musicians.

The new releases are *The Fisherman and His Wife*, read by Oscar winner Jodie Foster; Hans Christian Andersen's *Thumbelina*, read by Kelly McGillis; *The Three Little Pigs and the Three Billy Goats Gruff*, read by Holly Hunter; and Rudyard Kipling's *How the Leopard Got His Spots*, read by Danny Glover and featuring music by South Africa's Laydsmith Black Mambazo.

Each 30-minute color program, available on VHS or Beta, is \$14.95 from SVS, 1700 Broadway, New York, NY 10019.



The Three Little Pigs is one of the new releases in the Rabbit Ears Storybook Classics video series.

Kurosawa collection. Eight of master director Akira Kurosawa's 28 films are included in the Japan Film Collection from SVS Films. The video programs are available in Beta and VHS formats for \$59.95 per title.

Two of the films, Sanshiro Sugata (1943) and The Men Who Tread on the Tiger's Tail (1945), are early Kurosawa efforts. Five are shakai-mono films, which look at social issues in Japan: Drunken Angel, Stray Dog, Scandal, I Live in Fear, and The Bad Sleep Well. The Lower Depths is an adaptation of Maxim Gorky's play to the Edo era in Japan.

Masaki Kobayashi and Shiro Toyoda are among the other directors represented in the Japan Film Collection. For more information, contact SVS Films, 1700 Broadway, New York, NY 10019.



Bolshoi on video. The Sleeping Beauty is the first of 10 new releases in the "Bolshoi at the Bolshoi" series of classic ballets. Produced in digital stereo sound and D2 Digital video format, the performance features Nina Semizorova as Princess Aurora and Alexsei Fadeyechev as Prince Desire. The 94-minute video is \$39.95 from Spectacor Video, 321 Commercial Avenue, Palisades Park, NJ 07650, or by calling 800-5-BOLSHOI.

bibliography:

Bulletin of Bibliography index. The Check-list of Bibliographies in the Bulletin of Bibliography 1897–1987 provides a cumulative index to the quarterly journal, which publishes bibliographies on a range of subjects within the humanities and social sciences. Editors Naomi Caldwell-Wood and Patrick W. Wood have divided the index into two sections: one focusing on bibliographies and articles and the other on book reviews. The index does not cover brief book notices and ephemera such as announcements and news notes.

The index of bibliographies and articles is arranged alphabetically and gives access by author and subject. Full titles of the bibliographies are given only in the author entries. The authors use codes to indicate the types of sources covered by each bibliography and whether it is annotated. The book review index lists authors, reviews, and titles of books reviewed.

Appendices list pamphlets, reprints, variant titles, and issues per volume of the *Bulletin of Bibliography.* 144 p., \$75 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-237-0, 88-27293).

Nonprofit lit. Almost 5,000 works dealing with philanthropy, volunteerism, and other nonprofit activities are listed in *The Literature* of the *Nonprofit Sector*. Author Margaret Chandler Derrickson provides abstracts for about one-third of the items cited.

Derrickson arranges the entries in three sections. The first section, on philanthropy and the foundation world, contains four chapters: philanthropy and philanthropists, foundations, corporate philanthropy, and international philanthropy. The second section, on the nonprofit sector, contains seven chapters on such topics as fundraising, volun-

teerism, and government funding. The last section lists reference works. Subject, author, and title indexes provide access to the entries that are arranged alphabetically by author within each chapter. The 403-page paperback is \$50 plus \$2 shipping from the Foundation Center, 79 Fifth Ave., New York, NY 10003 (0-87954-287-X, 89-084358).

Alcohol abuse among young Indians is the focus of *Native American Youth and Alcohol*, which annotates over 300 books, articles, and other materials dealing with this mental and physical health issue.

Authors Michael L. Lobb and Thomas D. Watts begin their text with a 35-page narrative introduction and review of the literature. They then arrange the sources into 11 chapters focusing on such topics as accidental death, biomedical factors, sociological factors, suicide, and treatment. Within each chapter, the entries are arranged alphabetically, by author. Contains subject and author indexes. 214 p., \$39.95 from Greenwood Press, 88 Post Rd., POB 5007, Westport, CT 06881 (0-313-25618-7, 88-32345).

Research on education is the focus of Education: A Guide to Reference and Information Sources, by Lois J. Buttlar. Over 650 entries, with 1-to-3-paragraph annotations, present some 900 titles that are major sources of information in education and related fields.

The bibliography is divided into 20 chapters. The beginning chapters list general and social-science sources relevant to education. Ensuing chapters focus on various aspects of education, such as history and philosophy of education, curriculum, and administration. Types of sources listed include guides, bibliographies, indexes, abstracts, and databases. Most are current, English-language sources.

The 258-page bibliography is no. 2 in the Reference Sources in the Social Sciences series. Contains an author/title/subject index. \$35 U.S., \$42 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155 (0-87287-619-5, 89-2651).

Health news for libraries. Healthcare Newletters describes 50 newsletters containing up-to-date news on medical care, research studies, support services, and legislation that are understandable to the lay reader. Most are free or inexpensive and can be obtained by subscription or by membership in the sponsoring organization.

The 13-page bibliography presents the newsletters in two main sections: those dealing with children and those that treat adult medical issues (listed under consumer health, medical problems, and hospitals). Eleven of the 50 newsletters are currently indexed in the Consumer Health and Nutrition Index.

Make checks for \$3 payable to the Nassau

County Library Association. Send to Mary L. Westermann, Palmer School of Library and Information Science, C.W. Post Campus, Long Island University, Brookville, NY 11548.

Drowning in debt. International Debt and the Third World, compiled by Joan Nordquist, lists approximately 600 recent books, pamphlets, documents, and articles dealing with this critical issue. Most of the materials have been published within the last four years.

The entries are divided into six sections: economic, political, and social aspects; proposed solutions; U.S. policy; law and international debt; the role of banks; and resources, including bibliographies, statistics, and organizations. The first section is subdivided geographically into general, Latin America, Africa, and Asia. Within each section, materials are arranged alphabetically by author.

The 63-page paperback, no. 14 in the Contemporary Social Issues series, is \$15 from Reference and Research Services, 511 Lincoln St., Santa Cruz, CA 95060 (0-937855-27-8).

Inquiries on infancy. The Research Guide for Studies in Infancy and Childhood, edited by Enid E. Haag, lists approximately 1,400 sources from a range of disciplines, from psychology and medicine to home economics and the arts. The types of sources included

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are also varied: journal articles, books and chapters of books, government documents, and databases.

The bibliography is divided into two sections: general introductory material and subject area material. The entries in the second section are arranged in nine chapters focusing on subjects such as families, child care, physical development, and creativity. Each entry is annotated, some evaluatively.

The 444-page bibliography, no. 8 in the Reference Sources for the Social Sciences and Humanities series, contains author, title, and subject indexes. \$55 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-24763-3, 88-5690).

Library restrospectives. American Library History: A Comprehensive Guide to the Literature is a revised and expanded bibliography first published in 1978 as American Library History: A Bibliography. Authors Donald G. Davis, Jr., and John Mark Tucker have included literature published through 1986 in their revised version.

The authors list over 7,000 sources on library history and over 850 biographies of librarians and library figures. The citations are arranged in 15 chapters, each devoted to a subject or type of literature, such as general studies, public libraries, and education for librarianship. Entries within chapters are arranged chronologically, and then alphabetically by author within each year.

Access is provided by three indexes: by author, by institution, and by the bibliographic essays that begin each chapter. 470 p., \$95 from ABC-CLIO, POB 1911, Santa Barbara, CA 93116-1911 (0-87436-142-7, 89-33480).

ings, which are intended to be comprehensive, include almost 300 titles and more than 200 authors.

The first and longest chapter lists the top fiction best sellers from 1965 to 1985, arranged alphabetically by author. A one-paragraph biography of each author is followed by another paragraph concerning the plot and characters of each of the author's best sellers. The information for each title includes its publisher and date of the first U.S. edition. Other chapters deal with the authors, categories, characters, and themes in a narrative fashion. The final chapter treats recent trends and best sellers.

Appendixes cover awards, pseudonyms, books that became movies, and books by year of publication. Contains an author/title index and a bibliography. 260 p., \$27.50 from Indiana University Press, 10th & Morton Sts., Bloomington, IN 47405 (0-253-32728-8, 88-45754).

British pedigrees. The Guide to Genealogical Resources in the British Isles describes 279 institutions with collections of interest to genealogists and those interested in local history. Author Dolores B. Owen also includes an initial chapter outlining typical pitfalls in such research and how to avoid them.

The second chapter contains the institution entries, arranged alphabetically by town. Each entry lists the name, address, telephone number, holdings, conditions of access, hours, duplicating facilities, other services, and any publications of the institution. Appendixes offer an alphabetical list of institutions, maps, and a list of genealogical associations and societies in Great Britain.

Contains county, country, and subject in-

dexes. 409 p., \$39.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2153-2, 88-22574).

The victorious. Over 75,000 recipients of 1,800 awards are recorded in *World of Winners*, edited by Gita Siegman. The 977-page volume provides current and historical perspectives, giving comprehensive listings of the winners of awards of major international significance and those currently popular in the

The listing of awards and their winners that comprises the main section of the text is divided into 12 topical chapters, such as arts and letters, mass media, and science, engineering and technology. Award information includes name, category, administering organization, and country if foreign. Winner data consists of name, year, and affiliation/country if relevant. Additional award and winner notes are included in some entries.

Three indexes complete the volume: organizations, winners, and awards. \$60 from Gale Research Inc., Book Tower, Detroit, MI 48277-0748 (0-8103-0665-4).

Replacing directory assistance is the aim of *Disc Northeast*, a CD-ROM product that provides access to over 12 million up-to-date names, addresses, and telephone numbers from New York Telephone, New England Telephone, and other regional sources. Users may choose to subscribe to New York, New England, or both on the same disc.

Accessed through a CD-ROM drive, *Disc Northeast* can replace more than 200 white page and reverse-search directories. Users can access listings by entering names, addresses,

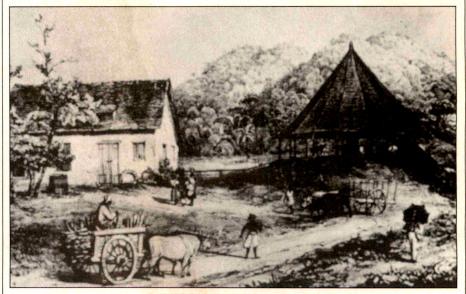
resources

Beating the air travel system. The Airline Passenger's Guerrilla Handbook delivers tips on every aspect of flying, from choosing flights to getting away from the airport fast. Author George Albert Brown humorously describes and analyzes the rules and loopholes of air travel.

Brown divides his advice into 12 chapters, each focusing on a particular aspect of air travel, such as packing for the flight and getting to the airport. Each chapter then offers 30 to 40 hints, such as how to choose the least crowded flight, how to get around carry-on rules, why the aisle seat is best, and the best way to pop your ears while descending.

Appendixes give airport codes and phone numbers. The 396-page paperback is \$14.95 U.S. and \$17.95 Canada from Slawson Communications, Inc., 165 Vallecitos de Oro, San Marcos, CA 92069-1436 (89-60376, 0-924022-04-3).

Popular fiction guide. Authors Karen Hinckley and Barbara Hinckley provide data on bestselling hardcover fiction of the past two decades in *American Best Sellers*. The list-



Island prints portfolio. Scenes of Jamaica, Trinidad and Tobago, Barbados, Grenada, St. Lucia, and Dominica by well-known artists make up *Views of the Islands*, a portfolio of six black-and-white 80 cm-by-43 cm prints from the collections of the University of the West Indies Library in Jamaica. The portfolio commemorates the 40th anniversary of the university. Make checks for \$30 U.S. plus postage payable to the University of the West Indies Library, Mona, Kingston 7, Jamaica.

telephone numbers, or zip codes. Updates are available on a monthly, quarterly, semiannual, or annual basis.

Various subscription plans are available, with an annual subscription priced from \$1,250 to \$5,000 depending on the geographic range and update option selected. SilverPlatter Directories, Inc., 20 Edenville Rd., Warwick, NY 10990.

Entertainment winners. Variety's Directory of Major Show Business Awards, edited by Mike Kaplan, lists winners of the major U.S. entertainment awards: Oscars, Emmys, Tonys, Grammys, and Pulitzer Prize plays.

For each award, the nominees are recorded year-by-year, with the winners printed in bold type. An index provides alphabetical access to all winners and nominees, including individuals and titles. The 750-page volume is \$59.95 from R.R. Bowker Co., POB 762, New York, NY 10011 (0-8352-2666-2, 84-18734).

Sipapu sampling. A Passage for Dissent presents the best material published in Sipapu over the past 20 years. Sipapu, a twice-a-year progressive magazine edited and mostly written by Noel Peattie, is aimed at librarians, scholars, editors, and others concerned with such subjects as First Amendment freedoms, cultural diversity, and social bonds.

The collection consists of 36 interviews, editorials, essays, and book reviews. Each item

is introduced by several paragraphs that set the scene of its original publication, and illustrations from *Sipapu* appear throughout the text. 512 p., \$35 plus \$2 shipping from Mc-Farland & Co., POB 611, Jefferson NC 28640 (0-89950-399-3, 88-43490).

women:

Personal pages. Personal Writings by Women to 1900 is a bibliography listing 4,925 works by approximately 3,000 authors. The intent of compilers Gwenn Davis and Beverly A. Joyce is to present a comprehensive list of autobiographies, travel literature, letters, and diaries by women published from 1475 to 1900.

The entries are arranged alphabetically by author. Information on each author includes full name, alternative names, titles, pseudonyms, nationality, and birth and death dates, if known. The full title and publication data are provided for the first edition of each book, along with a short note on the nature of the text when necessary.

An appendix containing a chronological listing of the authors and a subject index completes the bibliography. 294 p., \$65 from the University of Oklahoma Press, 1005 Asp Ave., Norman, OK 73019 (0-8061-2206-4, 88-37865).

Mentoring manuals. Hand in Hand: Mentoring Young Women is a three-volume paperback set detailing each step in planning, recruiting, executing, and evaluating a mentoring program. The manuals were developed by Bonnie Faddis, Patricia Ruzicka, Barbara Berard, and Nancy Huppertz as part of a two-year project funded by the U.S. Department of Education's Women's Educational Equity Act Program that attempted to increase the motivation of young minority women to pursue careers.

The Guide for Planning, Implementing, & Evaluating a Mentoring Program gives guidelines for establishing mentoring programs and forming productive partnerships between schools and businesses. The 103-page, \$13 text also contains a leader's guide for one method of mentor training.

The *Ideabook for Mentors* provides background information on minority females and career development and describes activities for mentors and students. The 33-page reference guide is \$6.25.

The Student Career Journal complements the Ideabook by providing information, activities, and questions for students to work on during the mentoring process. The 58-page workbook is \$8.

The complete set is \$27.50 plus \$4 shipping from WEEA Publishing Center, Education Development Center, 55 Chapel St., Newton, MA 02160.

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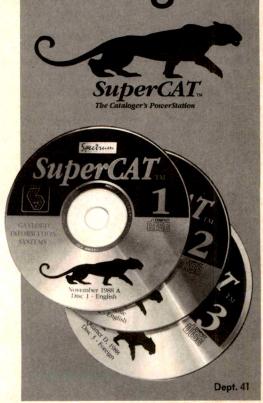
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Athletic achievers. American Women in Sport, 1887–1987 provides a year-by-year chronology of important events in the world of women's sports. Compilers Ruth M. Sparhawk, Mary E. Leslie, Phyllis Y. Turbow, and Zina R. Rose divide their material into four eras: 1887–1916, the pre-organizational period; 1917–1956, the organizational years; 1957–1971, the competitive period; and 1972–1987, the Title IX period.

Within each of these eras, one or two sentences describe each event. The events span the full range of women's involvement in sports, from participation in individual and team sports to sports broadcasting. A list of references and two indexes, by name and by sport, complete the text. 173 p., \$20 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2205-9, 89-6150).



Olympic track star Valerie Brisco-Hooks, one of the athletes included in American Women in Sport, 1887–1987.

school media=

Locating low-priced materials. The Current Issues Resource Builder details over 2,000 resources for materials on 280 topics of current interest. Compiler Carol Smallwood has included only those resources that are free or inexpensive (under \$16).

The guide is organized in two main sections. The first lists resources (trade associations, government agencies, nonprofit groups, etc.) alphabetically under topics ranging from abortion to working women, and under formats such as brochures and databases. The second section consists of a straight alphabetical listing, with complete information, of all of the sources in the first part. Each entry includes name, address, purpose, cost, format, grade level (K-adult), and selected examples of materials.

The 416-page paperback is \$19.95 plus \$2 shipping from McFarland & Co., POB 611,

Jefferson, NC 28640 (0-89950-388-8, 88-43487).

Idea file. Media specialists across North America contributed to the School Library Media FILE, (Folders of Ideas for Library Excellence), a collection of nearly 100 efficient and creative techniques. Editor David Loertscher has arranged the techniques, most of which fit onto one two-sided sheet, into a format suitable for storage in a vertical file.

The techniques all fall under the subjects of management, collection development, curriculum development, programming and public relations, and technology. More specific topics have been assigned to each technique within the broad subjects. Suitable grade levels are also indicated for each technique, and the originators of the idea are credited on each sheet.

The FILE is intended to be an annual, and media specialists are encouraged to submit ideas for the next issue to the editor. The approximately 200 pages of ideas are \$25 U.S., \$30 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-685-3).

Teaching thinking is the goal of *Learning and Information*. Author Glen W. Cutlip examines how information and learning processes interact in the secondary-school setting.

The text outlines a theoretical program model in which the media center becomes a partner with faculty in planning and teaching. After reviewing cognitive learning theory and instructional planning, with emphasis on library media skills instruction, Cutlip examines the commonalities between the two subjects. He proposes methods for making the school library media program the organizing force for providing and structuring information while assisting students in building the mental skills for learning.

The 152-page paperback, part of the Teaching Library Media Research and Information Skills series, is \$19.50 U.S., \$23.50 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-580-6, 88-27190).

Creative computer imagery. Integrating Elements, edited by Nancy Stalnaker Norwood, presents a step-by-step guide to using video and computer imagery creatively in grades 4 through 12. The "elements" referred to in the title are the tools of video, computer imagery, the students' own experiences, and the subject matter of their courses.

The bulk of the 64-page paperback is divided into two chapters, one on video production and the other on computer graphics and video. Each chapter begins with an introduction to the techniques, procedures, and vocabulary of that area. Detailed lesson plans then describe how students can use the medium creatively. The lesson plans include descriptions of the activity, class structure, equipment, resource materials, objectives,



"This Christmas,
it's my hope
that each
of us
will give
of ourselves
for the good
of others.

That would be the best gift of all."

THE SALVATION ARMY'S
1989 NATIONAL
CHRISTMAS CHAIRMAN



SHARING IS CARING

The Source

process, and variations. \$9.95 plus \$1.50 shipping from Intermedia Arts Minnesota, 425 Ontario St. SE, Minneapolis, MN 55414.

Illustrated experiments. Science for You presents 112 illustrated experiments for use by children with adult supervision. Author Bob Brown has chosen experiments that can be performed using only easily obtainable, inexpensive materials.

Brown groups the experiments into six categories: electricity and magnetism, liquids, gases, sound and other vibrations, seeds and plants, and chemistry and physics. Step-bystep explanations as well as an illustration accompany each experiment.

The 124-page paperback is \$7.95 from TAB Books, Blue Ridge Summit, PA 17214-0850 (0-8306-9325-4, 88-8569).



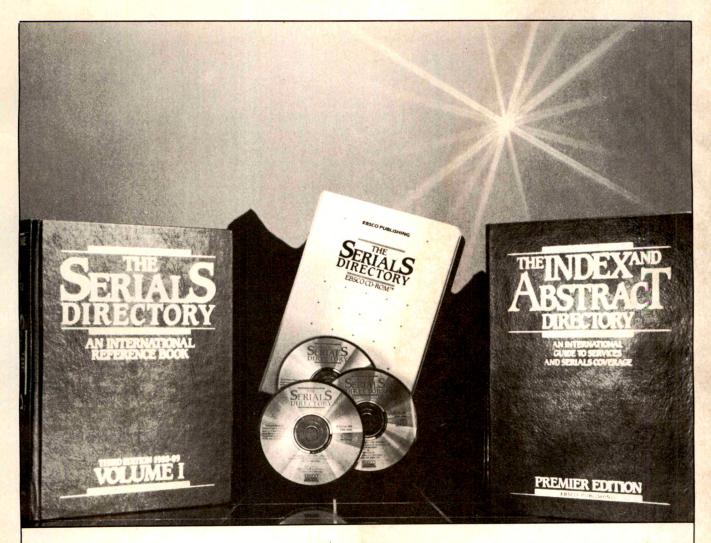
Experiments with sound are among the activities illustrated in Science for You.

Terminal teaching. Teaching with Computers: A New Menu for the '90s addresses the issue of planning for the use of computers in schools, a stage often inadequately accomplished during the emergence of computers in classrooms and media centers over the last decade. Authors Mary Jo Langhorne, Jean O. Donham, June F. Gross, and Denise Rehmke emphasize that computers are tools and should not rule what goes into a curriculum.

The first section of the text deals with goals for computer use and includes discussions of software selection. The second part describes successful uses of computers within instructional programs, including introducing students to computers, using word processing in composition lessons, and integrating computers into subject area instruction. The final section looks at computer applications that are useful to teachers and administrators in record keeping and preparation.

The 218-page paperback is \$22.50 in North America from the Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-481-0, 88-38095).





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One nation, 250 million individuals, public library services for a diverse people: The roles of the federal government

Twenty-four library leaders ask you to read this document—and react to it—at Midwinter.

ENATOR JACOB JAVITS USED HIS PUBLIC LIBRARY TO GROW FROM A TENEMENT KID TO A NATIONAL political leader. James Baldwin found freedom in his branch library when he discovered Dickens and Dostoyevsky. The leaders of tomorrow are the kids of today—in homeless shelters, migrant worker camps, and middle-class suburban homes. They live in our smallest communities and in our cities; they come not only from Plains and Chicago, but also from Vietnam, Mexico, Poland, and Chad. What is needed to enable today's public libraries to reach and expand the minds of the Javitses and the Baldwins of the next generation?

*

Changing frontiers

global, service economy.

imperatives of territory but embraces instead the limitless frontier of knowledge.

We are a remarkable and rapidly changing country of 250 million people, strengthened by the involvement of our citizens, shaped by cultural diversity and individual initiative, and nurtured by a climate of freedom of mind, thought, and expression.

Solving the future

As the agenda of the White House Conference on Library and Information Services suggests, our future depends on a literate, learning population, a healthy economy, and effective participation on the part of all citizens. We face, however, some overriding national problems: illiteracy, drug abuse, homelessness, a diminishingly skilled work force, escalating health care costs, and conflicts generated by intolerance and misunderstanding.

We also face new challenges: Older concepts of majority and minority cultures are becoming obsolete, the very notion of family itself is being redefined, rapidly changing technology is presenting both opportunities and barriers.

We as a people need to act: We must deal with social problems involving requirements for equity and justice for an ethnically and culturally diverse population. Our education system cries out for attention.

Solutions demand our best imagination, thinking, and leadership. Keys to solving our problems include valuing diversity, taking control of our lives, and creating coalitions to shape our future.

American society has responded to perceived social needs is by creating and supporting public library services. Public libraries have sought to make a difference, and many have imaginatively served persons from all walks of life, each with individual needs. Service, however, has not been universal because of varying local

conditions and expectations. Shaped by an

industrial economy, the public library now

faces the challenges of serving people in a

For the past century and a half, one way

Editor's note: Midwinter 1990 (Jan. 6-11) will feature much discussion of initiatives and strategies for the 1991 White House Conference on Library and Information Services. This document, prepared by 24 library leaders during a three-day meeting in Chicago, will help focus that discussion. Midwinter attendees are asked to read it, and react to it. ALA, the ALA-World Book Goal Award, OCLC, Inc., and Turner

Subscriptions/A Faxon Company,

sponsored the meeting.

Over time, local governments extended public library service across the continent. In 1956, the federal government lent its aid to extend service to hitherto unserved areas. Today the challenge of the federal government is no longer limited to the

Needed: Federal partnership

Although primarily funded and controlled by local government, public libraries need the federal government in partnership with the states to help ensure that Americans have access to a full range of information and knowledge resources in the century ahead. Information will be even more critical in the effective performance of Americans as parents, students, and consumers, as workers and managers, and as participants in a demanding world in which fluidity and change will be constants. The ability of all our people to be informed as decision makers will continue to be crucial to the fulfillment of our democratic society.

Imperative investment

Our public libraries began with a delivery system based on circulating books and ideas in a given geographic community. With federal aid over the last 25 years, many libraries broadened their scope and shared resources. Today's public libraries and increasingly those of the future must be enabled to function within a nationwide and even global information infrastructure. In a world increasingly dependent upon knowledge and the ability to acquire it, the problems of those with limited access to information will only be exacerbated.

Advanced Planning

	ALA Midwin	nter Conferer	nce Planner
	Saturday, January 6	Sunday, January 7	Monday, January 8
17-18	Exhibits Open 11-5		
0	Visit OCLC Booth (Ask about CAT CD450 and	Visit OCLC Booth (Find out about five retrospective	Visit OCLC Booth (See ACQ350, SC350 and
	Resource Sharing)	conversion options)	LS/2000)
	Tuesday, January 9 Exhibits Open 10-2	Wednesday, January 10	Thursday, January 11
	Visit OCLC Booth (See Search CD450 and EPIC!)	Meetings	Meetings
0			

A little advanced planning can go a long way toward making things run more smoothly.

Whether it's planning your time at ALA in Chicago, or planning for improved library efficiency and patron service, at OCLC we want to work with you.

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U.S. 800-848-5878 Ohio 800-848-8286 Canada 800-533-8201 For the common good of the commonwealth, a partnership of state, local, and federal governments is essential in assuring that all citizens can participate in the knowledge economy, the information society, and the life of the mind. On the national agenda, America's investment in its public libraries is an imperative.

The federal roles

The federal government is an important partner in accomplishing the objective that all people be served well by a public library. A federal role in support of an informed public is appropriate to:

- address critical national needs
 —such as support for literacy programs (LSCA Title VI);
- provide benefits across political jurisdictions and international boundaries
 - —such as support of library networks (LSCA Title III);
- leverage state and local funds
 —such as the matching requirements for public library construction funds
 (LSCA Title II);
- address infrastructure issues
 —such as regulation of telecommunications rates;
- forge coalitions for the public good
 —such as provision of library resources and materials to local daycare programs;
- serve populations that only reach critical mass at the national level
 - —such as the National Library Service for the Blind and Physically Handicapped;
- implement federal policies on a wide spectrum of national issues
 - —such as encouraging the creation and dissemination of information through copyright legislation;
- disseminate federal information
 —such as the distribution of federal documents through public libraries;
- support programs that are more cost effective at the national level
 - —such as the development of national bibliographic standards;
- encourage programs that benefit many types of libraries
 - —such as the humanities projects in libraries and archives funded by the National Endowment for the Humanities.

These various federal roles have added

In a world increasingly dependent upon knowledge and the ability to acquire it, the problems of those with limited access to information will only be exacerbated.

and continue to add to the enrichment and advancement of the American public, offering them greater opportunities for education, enlightenment, and cultural enrichment. To further enable the public library to provide such opportunities, it is necessary both to continue the present support afforded by the federal government and to develop new programs needed to respond effectively in a societally and technologically changed environment.

Therefore, we recommend:

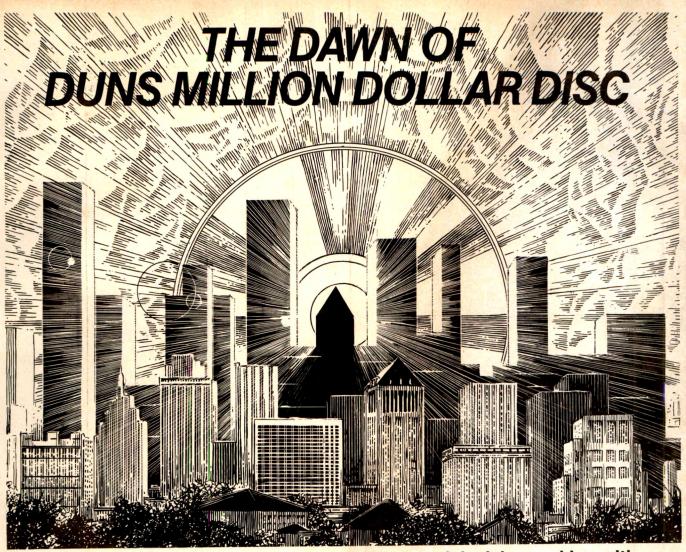
- 1. Congress reauthorize in 1994 the Library Services and Construction Act expanded to reflect the critical needs of special populations and the employment of emerging technologies to more effectively link libraries with users.
- 2. Congress continue and expand those federal programs that benefit public li-

Auspices and authors

This document is a project of ALA's Association of Specialized and Cooperative Library Agencies, the Library Administration and Management Association, and the Public Library Association. The participants: William G. Asp, Minnesota State Library Agency Office of Library Development & Services; Ginnie Cooper, Alameda County (Calif.) Library; Keith Doms, Urban Libraries Council, Philadelphia; Ann Donoghue, Acorn PL District, Oak Forest, III.; Ronald Dubberly, Atlanta-Fulton County (Ga.) Public Library; Elaine Estes, Public Library of Des Moines, Iowa; Virginia Mathews, Shoe String Press; Barbara L. Perkis, Illinois Regional Library for the Blind & Physically Handicapped; Sara Long, president, PLA; Kathleen R. Molz, School of Library Science, Columbia University; Kay K. Runge, Davenport (Iowa) PL; Dallas Shaffer, Prince George's County Library, New Carrollton, Md.; Elliot Shelkrot, chair, Free Library of Philadelphia; Joseph Shubert, New York State Library and Cultural Education Center, Albany; Gary E. Strong, California State Library.

ALA staff participants: Eileen D. Cooke, Andrew Hansen, Carol C. Henderson, June Lester, Karen Muller, Eleanor Jo Rodger, and Susan Roman. brary users directly and indirectly. The results of these programs include the following:

- Access to specialized national programs provided through the Library of Congress, including the National Library Service for the Blind and Physically Handicapped, distribution of bibliographic records, and development of national and international bibliographic standards;
- access to specialized national resources, such as the National Library of Medicine;
- availability of government information through federal depository programs and the Government Printing Office;
- cost-effective delivery of library materials through preferential postal rates;
- support for diverse cultural and educational programs by the National Endowment for the Humanities;
- national compilation and publication of statistics that assist in evaluation and planning.
- 3. Congress enact public policy stating that Congress and federal agencies should use and encourage people to use the nationwide network of public libraries for the information they need to address and solve critical national issues.
- 4. Congress ensure that the public has access to relevant information on pressing issues of social concern, such as drug abuse and workplace literacy, by allocating to public libraries a percentage of the funds appropriated to address these concerns.
- 5. Congress enact legislation that ensures the broad availability of reading materials throughout the nation by annually providing to each local public library 10 cents for every dollar spent for the purchase of books and other library materials during the previous year.
- 6. Congress enact legislation authorizing an Assistant Secretary of Education for Library and Information Services to administer federal library programs and policies and to coordinate with the National Commission on Libraries and Information Science, the Library of Congress, the other national libraries, and relevant federal agencies.



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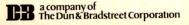
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1989 salaries are up!

Librarians' salaries increase by 9%-15% between 1988 and 1989

by Mary Jo Lynch

Editor's note: This report summarizes findings of the ALA Survey of Librarian Salaries, 1989.

From 1982 to 1988, the ALA Survey of Librarian Salaries was published biennially. With the 1989 survey, annual publication begins. As in past years, the survey is the result of cooperation between ALA's Office for Research and Office for Library Personnel Resources.

The Library Research Center at the University of Illinois/Urbana-Champaign Graduate School of Library and Information Science mailed the survey and processed the returns.

Written by Mary Jo Lynch, project director, Margaret Myers, and Jeniece Guy, the survey is available for \$30 from: ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (0-8389-3372-6; ISSN 0747-7201).

NCE AGAIN, THE SURVEY covered full-time professional positions in academic and public libraries. The report displays salaries for libraries in five type and size categories (public libraries serving populations of 25,000–99,999, public libraries serving populations of 100,000 or more, two-year colleges, four-year colleges, and universities) in four geographic regions (North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest).

For the seven key positions shown in the accompanying table and for Beginning Librarian, the 1989 report shows the first quartile, median, and third quartile salaries in each category of library and in each region. In addition, the mean and range (low and high) are provided. The first quartile marks the point that separates the lowest 25% of salaries from the upper 75%. The

Mary Jo Lynch has been director of the ALA Office for Research since 1978.

Rank order of Position Titles	by Mean	of Salaries	Paid			
Title	89 Salary	88 Salary	Difference			
			Amt	%		
Director	43,623	40,076	3,547	9		
Deputy/Assoc./Assist. Director	40,054	35,249	4,805	14		
Collection Development Libn./Subject						
Bibliographer	32,853	29,392	3,461	12		
Department Head/Branch Head	32,780	29,318	3,462	12		
Cataloger and/or Classifier	28,577	25,284*	3,293	13		
Reference/Information Libn.	28,227	25,830	2,397	9		
Children's and/or Young Adult						
Services Libn.	26,008	22,576	3,432	15		
*Rank order in 1989 differs from 1988.						

median marks the exact midpoint in an array of salaries, i.e., 50% of the salaries fall below it and 50% are above it. The median is a useful complement to the mean (arithmetic average) since it is not subject to distortion by one or more extremely high or low values. The third quartile marks the point below which 75% of the salaries fall. In using quartiles, the ALA salary survey follows a practice common to salary surveys in related fields.

The survey questionnaire was mailed to 1,461 randomly selected libraries in January, 1989. Usable responses were received from 1,236 libraries—85% of those selected. The results are presented in eight sets of tables—one table for each category of library, plus a summary table. The seven positions are shown above in rank order by mean of salaries paid in 1989. Also shown are the dollar amount of change and the percentage change from 1988 to 1989.

The percentage increase over the past year is greater than the general increase in comparable occupations reported by the U.S. Bureau of Labor.

Statistics in the April 1989 Monthly Labor Review from a table entitled "Employment Cost Index, wages & salaries by occupation and industry group" shows that civilian workers in private industry, state and local government, but excluding farm, household, and federal government workers, received an average 4.1% increase in 1988 over the previous year (latest comparative data available). White collar workers received an average increase of 5% in 1988.

Why so high?

The unusually high increase in librarian salaries is probably due to a combination of factors. Three are related to the job market for librarians.

There is a general shortage of job seekers, as evidenced by registration at the Office for Library Personnel Resources placement center at recent ALA conferences. Special shortages exist in some areas, notably for catalogers and children's librarians—two of the positions that increased the most from 1988 to 1989. Some librarians have been successful recently in winning salary adjustments through pay equity cases.

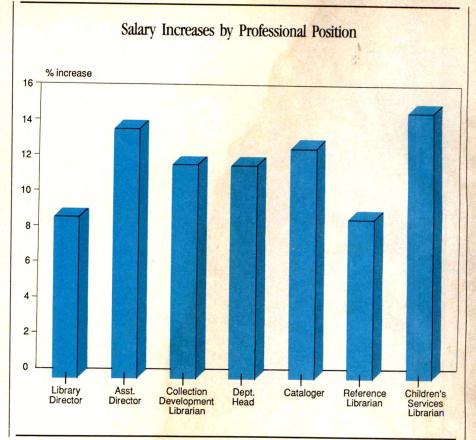
One factor is related to survey procedures: Telephone calls were made to directors of libraries reporting salaries under

\$15,000. One hundred six salaries (some above \$15,000 and some below) were deleted because they did not compensate full-time, professional work.

Type of library and region

The mean of salaries paid is highest in large public libraries for Director and lowest in medium-sized public libraries. For Deputy/Associate/Assistant Director, the mean is highest in university libraries and lowest in four-year colleges. For the other four common positions, the mean is highest in 2-year colleges and lowest in mediumsized public libraries. Positions unique to public libraries—Children's and/or Young Adult Services Librarian—show mean salaries to be higher in large public libraries. In most cases, salaries are highest in the West and Southwest and second highest in the North Atlantic. For most positions, the lowest salaries are found in the Southeast.

In addition to the data described, the report includes an annotated list of "Salary Surveys Providing Information on Library Workers," the text of all ALA policies relating to salary issues, and a "Selected Bibliography on Compensation and Employee Benefits."



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Concord (Mass.) Free Public Library quilt incorporates patches signed by 34 children's authors and illustrators.

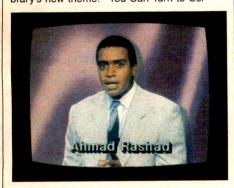
Actor Wilford Brimley tells a story for Library Day at the Utah State Fair.

A couple from Poland—part of Birmingham (Ala.) Public Library's WPA doll collection created in 1933 and displayed in October.

Warren County, N.J., Catherine Dickson Hofman Library staffer is ogled by dinosaur bones.

Cheers!

- ☐ Morrisson-Reeves Library, Richmond, Ind., is celebrating its 125th birthday this year as Indiana's first township library.
- ☐ New York University's Elmer Bobst Library opened its John Canemaker Animation Collection Oct. 5. The resource for film scholars contains some 100 audiotape interviews with pioneer and contemporary animators.
- ☐ Frankfort (Ind.) Community Public Library dedicated its new Mary Gorham Herrick Wing Aug. 6. Built in part with a \$1.35 million bequest from its namesake, the \$2.6 million, 39,000-sq.-ft. facility includes a 200-seat theater. Bill Caddell is director.
- ☐ Sioux City (Iowa) Public Library recently received a bequest of \$521,796, the largest in the library's history, from the estate of Gertrude M. Schroeder.
- ☐ Broward County (Fla.) Library's Public Information Office won a 1989 Blue Pencil award from the National Association of Government Communicators for "writing, editorial content, layout and design, and costeffectiveness" of its Main Library users' guide.
- ☐ Sportscaster Ahmad Rashad (below) recently filmed a public service announcement for the Free Library of Philadelphia on the library's new theme: "You Can Turn to Us."



☐ The Kent Branch of the Toledo-Lucas County (Ohio) Public Library dedicated its Art Tatum African-American Resource Center Oct. 1. Named for the late jazz musician from

Toledo, the center will house a "comprehensive collection of print, audio, and visual materials highlighting African-American culture."

- ☐ The School of the Art Institute of Chicago recently opened its John M. Flaxman Library. The 10,000-sq.-ft. facility in the school's newly renovated building was made possible by a gift from John Flaxman's parents, Stephen and Susan, and his grandfather, Elmer Balaban. Nadene Byrne is director.
- ☐ Kern County (Calif.) Library recently began operating "Spanish-Language Dial-A-Story," funded by the Arkelian Foundation. Some 300 children call the library weekly for stories in Spanish over the telephone.

CD-ROM Scene

- □ Buckmaster Publishing announces The National Register of Historic Places Index on CD-ROM, with records of some 52,000 registered sites, priced at \$295, from Buckmaster Publishing, "Whitehall," Rte. 3, Box 56, Mineral, VA 23117; 800-282-5628 or 703-894-5777.
- ☐ WeatherDisc Associates presents World WeatherDisc, "a comprehensive description of the weather and climate of the planet earth on a single compact disc" for \$295. Contact Clifford F. Mass at 4584 N.E. 89th St., Seattle, WA 98115; 206-524-4314.
- □ UMI announces that all its serials databases on CD-ROM will now be updated monthly. UMI also offers retrospective coverage of the ABI/INFORM database on a set of two CD-ROM discs, for \$3,750 each. Contact Michael Smith, 800-521-0600 or 313-761-4700 extension 277.
- ☐ Moody's Investors Service introduces Moody's International Plus on CD-ROM, which provides access via a personal computer to the information in Moody's International Manuals. Sold separately or packaged with Moody's 5000 or with the manuals at prices ranging from \$3,500 to \$5,000. Call 800-342-5647; in N.Y., Alaska, Hawaii, 212-553-0435 collect.
- ☐ Grolier Electronic Publishing claims the first encyclopedia on CD-ROM that works with

both Macintosh and DOS computers. The *New Electronic Encyclopedia* retails for \$395. Contact Grolier, Sherman Turnpike, Danbury, CT 06816; 800-356-5590.

Funded

- ☐ Construction of the Frank and Marie Barkman Branch—\$500,000 from the Frank I. Lamb Foundation to the Pueblo (Colo.) Library District.
- ☐ Preservation and access programs— \$300,000 from the William and Flora Hewlett Foundation to the Commission on Preservation and Access in Washington, D.C.
- ☐ Establishment of the Houston Endowment Library Fund—\$1 million from Houston Endowment Inc.; income from the fund will help support the Tarlton Law Library, University of Texas/Austin.
- ☐ Exploration of worldwide, machinereadable, page-image delivery—\$57,000 from the U.S. Department of Agriculture to North Carolina State University Libraries and the National Agricultural Library.
- □ Library endowment—\$6.5 million from Philip and Nancy Anschutz, in memory of his parents, to the University of Kansas. Anschutz, a U. of K. graduate, is a Denver investor in minerals, transportation, and real estate. Fund income will finance library acquisitions.
- ☐ Afro-American Novel Project—\$75,000 outright and \$25,000 in matching funds from the National Endowment for the Humanities to the University of Mississippi library. Barbara Hunt and Maryemma Graham (Northeastern University), project co-directors.

Apply for

□ By Jan. 5: Edwin and Rachel Castagna doctoral fellowships for the doctoral programs of the University of California/Berkeley School of Library and Information Studies. Write: Michael K. Buckland, Coordinator of Advanced Programs, UC/Berkeley, Berkeley, CA 94720.



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1990 ALA Midwinter Meeting

Agenda, services, and other information

ALA Council meetings

Monday, Jan. 8, 9–11 a.m. Tuesday, Jan. 9, 9–11 a.m. Wednesday, Jan. 10, 9:30 a.m.–12:30 p.m.

ALA Council orientation

The Council Orientation Committee will hold a Council Orientation Meeting, Sunday Jan. 7, 9:30–11 a.m. Coffee will be available at 9 a.m. There will be panel presentations titled "Council Caucuses," "Behind the Podium," and "Dear Pat and Linda: Nonsolicited Advice to our President and New Executive Director from ALA Council." Eileen Cooke will speak on Washington Office issues and councilors Bernard Margolis and Norman Horrocks will provide "Insights on Parliamentary Procedure." A questionand-answer session is also planned.

Members of the committee are: Nancy M. Bolt, Margaret A. Bush, co-chairs; William Asp; Cesar Caballero; Faye Clow; Sue Eagles Darden; Judith R. Farley; and Elaine A. Franco.

ALA Council/Executive Board information meeting

On Sunday, Jan. 7, 11:15 a.m.-12:30 p.m., the Council/Executive Board Information Meeting is called under ALA policy 5.6.2. It will focus on essential Association business, reports Council requested from the ALA Endowment Trustees and the Committee on Program Evaluation and Support, as well as a review of Executive Board actions since the 1989 Annual Conference.

Tentative Council agenda

Council I

Monday, Jan. 8, 9–10:15 a.m.; Chicago Hilton, International Ballroom.

Presiding: Patricia Wilson Berger, president; assisted by Richard M. Dougherty, president-elect;

Council secretary: Linda F. Crismond Parliamentarian: Lee Leonidas Demeter Adoption of the rules

Establishment of the agenda

Approval of 1989 Annual Conference Council Minutes President's Report—Patricia Wilson Berger

Council Committee on Committees' nominations for Executive Board Election—Richard M. Dougherty, chair.

Appointment of tellers for the election—President Berger

ALA Nominating Committee report— Elizabeth Futas, chair (See AL, p. 1124)

Policy Monitoring Committee report—
J. Linda Williams, chair

Committee on Program Evaluation &

Support report—Ernest DiMattia, chair Treasurer's report—Carla Stoffle

Freedom to Read Foundation report—Robert S. Peck, President

Open meeting on "Standards for Accreditation"

On Sunday, Jan. 7, 8–10 p.m., ALA's Committee on Accreditation will report on the progress of its Subcommittee to Revise the "Standards for Accreditation" of library school programs. Exact meeting location is available in the Midwinter Program. Subcommittee chair Jane B. Robbins will preside.

Council II

Tuesday, Jan. 9, 9-11 a.m.

Minorities Concerns Committee Report on Implementation of Equity at Issue— Robert Caban, chair

Report to Council: Status of ALA Planning—President Berger and Treasurer Stoffle

Committee on Planning report—Bruce Daniels, chair

Executive Director's report—Linda F. Crismond

Information Report on Implementation of 1989 ALA Conference Council Resolutions—Linda F. Crismond, Council Secretary

Council III

Wednesday, Jan. 10, 9:30 a.m.-12:30 p.m.

Memorials & Tributes

Intellectual Freedom Committee report—Gordon Conable, chair

Best and brightest kickoff

Conferees are invited to attend a gala scholarship fundraiser Saturday, Jan. 6, 8–10 p.m., in the Williford Room of the Chicago Hilton and Towers. The event is hosted by the ALA Endowment Campaign Committee. Tickets are \$15 at the door, and \$10 on-site at the Midwinter registration desk, Hyatt Regency Hotel.

Help launch the best and brightest by investing in the ALA Scholarship Fund at this special event. Your hosts are: Patricia Glass Schuman, chair, Kathleen Heim, Beverly Lynch, Eric Moon, Frederick G. Ruffner, Jr., and Carla Stoffle.

Constitution & Bylaws report—Diana D. Young, chair

International Relations Committee report—E. J. Josey, chair

Legislation Committee report—Patricia G. Schuman, chair

Committee on Organization report— Nancy Marshall, chair

Teller's report New Business

President's Program: Info. Access—Back to the Basics

Preservation and literacy are the focuses of a two-session President's Program.

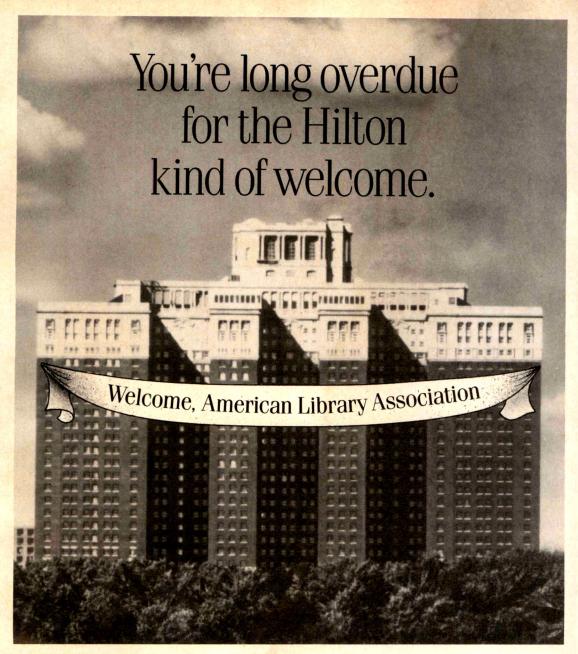
President's Preservation Forum I

Preservation Forum I will be held Saturday, Jan. 6, 2–3:15 p.m., at the Chicago Hilton. (Part II will be held at ALA Annual Conference in June.) Featured are U.S. Representative Major R. Owens, and former ALA president Peggy Sullivan.

Owens will share his views on whether the existing national preservation policy ensures equal access to information in an increasingly complex world. Sullivan will discuss preservation philosophy, specifically the division that exists between "pitch it" and "preserve it" librarians and how these two camps might reconcile. That reconciliation is crucial to the development of successful preservation policies.

President's Program on Literacy I

On Sunday, Jan. 7, 3–4:30 p.m., at the Chicago Hilton, President Berger sets the



Frankly, we can't understand why some conventioneers would settle for lesser hotels, when they can settle into Chicago's grandest hotel for less.

Maybe they don't know about the recent \$180 million renovation that faithfully restored all the splendor of our glorious 62-year past. Or about our 24-hour room service and dedicated suite hospitality department. Or about all the extra amenities (and serenity) of our Tower Level facilities. Or about earning Hilton Honors points. Or about our extensive (and complimentary) Fun & Fitness Center. Or about our acclaimed restaurants. Or about our breathtaking Grant Park/Lake Michigan views.

But now *you* do. So don't just convene in Chicago. Convenience yourself in Chicago with service, location, and comfort. Act now to take advantage of your special convention rates at the Chicago Hilton and Towers.





ALA Publishing

invites you...

to meet the AMERICAN LIBRARIES staff during the Midwinter Meeting in exhibit booth 3215, and to pick up your free December issues.

The AMERICAN LIBRARIES staff will be there to meet you at these dates and times:

Tom Gaughan Editor	Date January 6	Time 11:30 AM–12:30 PM
Gordon Flagg Senior Editor, Articles	January 7	11:30 AM-12:30 PM
Edith McCormick Senior Editor, Production	January 8	1 PM-2 PM
Beverly Goldberg Associate Editor	January 9	11 AM–Noon
Leonard Kniffel Managing Editor	January 9	Noon–1 PM

Stop at the ALA Publishing exhibit booth to learn why AMERICAN LIBRARIES is the professional magazine that librarians prefer to read. In each of AMERICAN LIBRARIES' 11 annual issues you will discover:

- independent opinions—offered by ALA members and the editors
- lively 4-color news and features
- alerts to new trends
- the field's most extensive job listings
- updates on scores of new products and services
- authoritative information on ALA events and activities

And, in the December 1989 issue there are features that you won't want to miss, including a Chicago restaurant and art gallery guide; a look back at a decade of technology; a special report on AASL's Salt Lake City meeting; and the 1989 librarian salary survey.

While you are visiting the exhibit booth, take a subscription order card and extra copies of AMERICAN LIBRARIES for your colleagues and library patrons at home.

P.S. While supplies last, free copies of AMERICAN LIBRARIES will also be available in the ALA Annual Conference registration area.

Apply now for poster sessions in June

Poster sessions during ALA's Annual Conference in Chicago will give attendees the opportunity to share ideas about the effective use of graphics. The Poster Session Committee offers tips on poster session preparation at the Midwinter Meeting, Saturday, Jan. 6, 11:30 a.m.–12:30 p.m.

The poster session submission deadline is Jan. 31. Pick up an application and criteria at Midwinter or write the Conference Arrangements Office, ALA, 50 E. Huron St., Chicago, IL 60611. Direct questions to Katherine J. Harig at 301-396-6059.

stage for associationwide consideration of the literacy issue. (Part II will be held during the Opening General Session of ALA Annual Conference.) What have librarians contributed to the literacy effort so far, and what more needs to be done?

Literacy has become a "sexy" topic, according to Virginia State Librarian Ella Yates. A recognized library leader with a commitment to literacy that spans many years, Yates will provide a historical perspective on how librarians have tackled literacy problems.

Gary Strong, California state librarian, knows first-hand the ins and outs of the politics of literacy. Strong has enjoyed phenomenal success raising both private and public funds to support library literacy programs, and will share his political savvy with attendees.

Walter Anderson, editor of *Parade* Magazine, is a former Marine and high-school dropout whose commitment to literacy comes from personal triumph. Narrator of "Readtogether," a series of 60-second programs for adult basic learners, Anderson will share his ideas on how librarians can best contribute to solving the nation's illiteracy problems.

ALA Council suite

A suite in the Chicago Hilton Hotel has been reserved from Saturday afternoon, Jan. 6, to noon Wednesday, Jan. 10, for members of Council to use as a place for relaxation and exchange, or for preparing paperwork when other facilities are unavailable.

Presidential candidates forum

The 1991–92 ALA presidential candidates, Patricia G. Schuman, Patrick O'Brien, and any petition candidates, will participate in a presidential forum, Monday, Jan. 8, 4:30–5:30 p.m.

Reference Tools Advisory Forum

Publishers and librarians are invited to an informal forum, "Counting Sheep and Other Nightmares: Ready Reference and the 1990 Census," Monday, Jan. 8, 8:30– 10:30 a.m. Exact meeting location is available in the Midwinter Program.

For further information about the forum, call Don Maxwell at 317-844-3362.

Divisions including the American Association of School Librarians (AASL), the Association for Library Service to Children (ALSC), and the Young Adult Services Division (YASD) will also hold a candidates forum, Sunday, Jan. 7, 8–10 p.m.

Executive Board candidates forum

At the 1984 ALA Midwinter Meeting, Council voted that time be held after the first Council meeting, when Executive Board nominees are established, for the purpose of eliciting their views to assist councilors in voting. The first Council meeting will adjourn at 10:30 a.m. Monday, Jan. 8, for the forum.

Exhibits opening ceremony

The ALA Midwinter Exhibits will formally open at 11 a.m. Saturday, Jan. 6. The ceremony will take place at the exhibits entrance, Grand Ballroom Foyer, Hyatt Regency Hotel.

Exhibits Navigator introduced

The 1990 ALA Midwinter Meeting will inaugurate a new tool to assist conferees in negotiating the exhibits. Located just inside the entrance at the ballroom level and near the escalators at the exhibition level, the ALA Exhibits Navigator will be available in HyperCard on 25 MacIntosh computers.

An electronic yellow pages with sound and pictures, the ALA Exhibits Navigator is an interactive guide to goods and services. Every exhibitor will be listed and products will be highlighted through advertising.

After users decide which exhibits to visit, the computers will print maps (on several laser printers) highlighting those chosen exhibit locations.

Placement

Placement services will be provided by the ALA Office for Library Personnel Resources in the Palmer House. Hours of operation are: Saturday, Jan. 6, noon-5 p.m.; Sunday, Jan. 7, 9 a.m.-5 p.m.; Monday, Jan. 8, 9 a.m.-4:30 p.m.; and Tuesday, Jan. 9, 9 a.m.-2 p.m.

Although registrations will be accepted at the meeting, job seekers and employers are strongly urged to preregister. The dead-line for preregistration is Dec. 15.

Interviewing facilities will be provided. Employment policy prohibits the acceptance of job listings which bear discriminatory specifications with respect to race, creed, age, color, sex, or national origin. A salary range must be listed.

Interpreting services

ALA has employed the services of sign language interpreters for the deaf and hearing impaired. The interpreters will be present at selected meetings.

Shuttle bus service

Free shuttle bus service will be provided courtesy of OCLC, Online Library Computer Center, for four days of the Midwinter week, beginning Saturday, Jan. 6, and ending Tuesday, Jan. 9. A route and time schedule will be available at the ALA registration desk in the Hyatt Regency Hotel.

Membership, Subscription, and Order Services

Personnel from the ALA Membership, Subscription, and Order Services offices will be on duty in the ALA registration area in the Hyatt Regency Hotel during Midwinter week to handle questions concerning membership and subscriptions. Midwinter attendees who may require this assistance are asked to bring along such related items as correspondence and purchase orders. 1990 membership dues can also be paid at this desk.

Message center

ALA will operate a message center for exhibitors and attendees in the ALA registration area, Hyatt Regency Hotel. It will operate from 8 a.m.-5 p.m. Friday, Jan. 5-Tuesday, Jan. 9, and 8 a.m.-noon, Wednesday, Jan. 10. The on-site telephone number is: 312-565-4001.

Attend how-to forum on justifying PR programs

"PR for PR: Justifying Your Public Relations Program" is the title of an open forum sponsored by the Public Relations in Academic Libraries Discussion Group of ALA's Association of College and Research Libraries. Featured speakers are Robert C. Miller and Maureen Pastine.

Scheduled for Sunday, Jan. 7, 2-4 p.m., the forum location is listed in the Midwinter Program.

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1990 Midwinter Meeting exhibits locator

Booth assignments (as of mid-November) on the Ballroom Level and Wacker Hall, Hyatt Regency-Chicago

Only one booth number is listed for each exhibitor. If the exhibitor has a number of booths, the lowest number is listed unless the exhibitor has booths in two separate locations.

Exhibit Hours

Saturday, January 6 11 a.m.-5 p.m. Sunday, January 7 11 a.m.-5 p.m. Monday, January 8 11 a.m.-5 p.m. Tuesday, January 9 10 a.m.-2 p.m.

Booths 104 through 1024 are in Wacker Hall—Lover level Booths 2000 through 2624 are in Ballroom-Ballroom level Booths 3005 through 3332 are in Columbus Hall-Ballroom level.

Exhibitor

Booth Number

A		Blackwell North America,		Cricket Magazine	104	Follett Software Company	260
ABC-CLIO	333	Inc.	2022		3118	Ford Language Institute	70
Academic Book Center	206	Bob's Big Pencils	825	0 1	440	Forest Press/OCLC	211
Academic Press, Inc.	720	Bookazine Co., Inc.	611	Cuadra Associates, Inc.	440		
Academy Chicago Publishers		BookBrain	132			Franklin Book Co., Inc.	230
Advanced Binding	/	Book House, Inc.	306	D		Franklin Book Co., Inc.	11
Methods, Inc.	421	Booklist	3215	Dalkey Archive Press	728		
Aetnastak/Montel, Inc.	400	Books on Tape, Inc.	1018	Danyl Corporation	354	G	
ALA Books	3215	Borroughs Manufacturing	1010	Data Recall, Inc.	710	G. K. Hall & Company	231
Aladdin Books	2307	Corp.	255	Data Research Associates,		Gale Research, Inc.	310
ALANET	3215	R. R. Bowker	520	Inc. 121;2	220	Garland Publishing, Inc.	52
ALA Video	3215	Boydell & Brewer, Inc.	1016	-	430		310
Aldine de Gruyter	629	Bradbury Press	2307	Davis & Henderson Ltd.	240	Geac Computers, Inc. 305	:40
Alfred Jaeger, Inc.	2212		512:2612		506	General Research Corporation,	,
Alfred A. Knopf	3118	Buckstaff Company	351		313	Library Systems	63
ALPS, Inc.	238	Bureau of the Census	2124	****	629	Gralan Distributors, Inc.	51
Ambassador Book	200	Bureau of Electronic	2124		206	Greenwood Press/Praeger	01
Service, Inc.	2000	Publishing	1014	_	407	Publishers	60
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Publishing Services	3215	C			206	Grove Weidenfeld	82
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Arundel Press	138	CARL Systems, Inc.	906	E			250
Association of American	190	Carlyle Systems, Inc.	213	EBSCO Subscription			251
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Association of American	3334	CBIS, Inc.	702;800	E.B.S. Inc. Book Service 32	201	Hazelden Educational	
University Presses	1015	Chadwyck-Healey, Inc.	312	Wm. B. Eerdmans Publishing		Materials	438
Atheneum Books for Children		Checkpoint Systems, Inc.	631	Company 6	508	Hemisphere Publishing	
Auto-Graphics, Inc.	2424	Childrens Press	3204	Ellison Educational Equipment,		Corporation	205
Aux Amateurs De Livres	3322	Chronicle Books	425		217	Highsmith Company, Inc. 321:	
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Exhibitor Booth Number

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Kidstamps	210	NewsBank, Inc./Readex	241	Inc.	2017	University Products, Inc.	21;320
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Macmillan Children's Books	2307	Penguin USA/Viking Penguin	3110	Series, Inc. (SIRS)	615	Western Library Network	714
Marcive, Inc.	227	Pergamon Press Peterson's	435	SOLINET (Southeastern Libra	ary	WGE Publishing, Inc.	446
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Inc.	236	Polaroid Corporation	2615	Spacemaster	816	John Wiley & Sons, Inc.	701
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Making the most of River North— dining and shopping extraordinaire!

A Chicago native guides ALA conferees to favorite restaurants in a newly blossomed gallery district

by Mark Knoblauch

UST A FEW YEARS AGO, IT WAS a seldom-visited, industrial Chicago neighborhood, but Chicago's River North has blossomed into one of the city's leading restaurant zones. Besides the food, dozens of art galleries and a panoply of unique boutiques make the area hum with activity. ALA conferees looking for some relief from the day's exhausting meetings will find plenty in River North to keep them entertained through the late night hours.

River North owes much of its current cachet to Chicago's thriving artistic community. Many of the city's galleries had centered around North Michigan Avenue prior to that street's phenomenal growth in the seventies. Finding themselves priced out of their elegant addresses, many galleries migrated west into the light industrial works north of the Merchandise Mart. There, renovated lofts perfectly suited artists' needs, and restauranteurs and night-club owners discovered similar utility in the high-ceilinged, cavernous spaces manufacturers had abandoned.

Mark Knoblauch is director of technical services for the Chicago Public Library and frequently contributes restaurant reviews to the Chicago Tribune. He has spent 19 winters in Chicago.

Highbrow and lowbrow

For the tourist, River North offers an unparalleled concentration of eating and shopping opportunities that complement the smart shops of Michigan Avenue just to the east. Occasionally called SuHu (for



Galleries line the east-west streets in SuHu, where restaurants abound.

Superior and Huron Streets traversing the neighborhood) in imitation of New York's SoHo, the two neighborhoods have much in common. They're both centers of all-night entertainment, of both highbrow and lowbrow art.

River North's streets are generally safe, but avoid walking alone on any deserted street, and be sure you know where you're headed. Because it is a popular tourist area, pickpockets and con artists sometimes ply the streets.

Buses run north and south on Dearborn and Clark Streets and east and west on Grand and Chicago Avenues. Taxis are easy to hail on the more heavily traveled streets such as Wells, LaSalle, and Ontario. The State Street subway has a station at Chicago Avenue open 24 hours, and the Ravenswood elevated train stops at Chicago and Franklin weeknights until about 10 p.m. If you want to beat the crowd, however, a cab ride from the Hyatt Regency should cost no more than \$5 tops to the heart of River North.

Wander the galleries

The best way to sample River North's delights is to start early in the evening wandering the galleries such as Chiaroscuro, Venzor, or Erie Street; then head off to one of the restaurants that crowd the district. Those with the energy to sample the night-



Nostalgia buffs can reenter the fifties in Ed Debevic's, an imaginative recreation of a roadside diner.... First come, first served.

clubs have a wide choice including Gatz 223 (223 W. Chicago Ave.), Cristal (217 W. Huron St.), America's Bar (219 W. Erie St.), or Ditka's City Lights (223 W. Ontario St.).

Pleasing to diverse tastes

River North's restaurants cover a wide range of tastes, and most fall into the moderate to moderately expensive categories (\$20 to \$30 per person excluding liquor). The following list covers only a portion of River North's offerings. Post-holiday slowdowns and Chicago's extreme winters combine to depress the restaurant business in January, so ALA conferees may find

themselves with less competition for tables during their stay. Call ahead wherever possible, but be aware that many of the most popular places do not accept reservations.

The restaurants

California Pizza Kitchen, 414 N. Orleans St., 222-9030. This outpost of a national chain offers the antithesis of the pizza that made Chicago famous. Bizarre combinations like moo shu pork pizza and Cajun duck appeal to the adventurous. Others find such inventions simply arch, but the place rarely lacks for business. (The Chi-

cago Public Library's temporary Central Library lies directly across the street).

Frontera Grill, 445 N. Clark St., 661-1434. Rick Bayless wrote the book on Mexican cooking, and he passionately proselytizes for the purest south-of-the-border cooking using nothing but the finest, freshest ingredients. The tiny place takes reservations for large groups only, so waits can be long. (Have a drink in the classy bar at Gordon across the street.) The mole sauces and the stuffed peppers are unbeatable.

Gordon, 500 N. Clark St., 467-9780. Gordon Sinclair's first restaurant introduced Chicagoans to the delights of good,





Multi-leveled Honda, a recreation of a Kyoto building, houses several dining rooms and an indoor waterfall. It is also home to the Windy City's only kushiyaki bar.

Howard University Press Popular Titles Now Available in Paperback

Black is the Color of the Cosmos

Essays on Afro-American Literature and Culture, 1942-1981 By Charles T. Davis

Edited by Henry Louis Gates, Jr.

A critical collection of essays that chart the development of the black literary tradition with close readings of the works of literary figures Richard Wright, Ralph Ellison, James Baldwin, Paul Laurence Dunbar, and Jean Toomer.

0-88258-166-x \$15.95

Women in Africa and the African Diaspora

By Rosalyn Terborg-Penn, Sharon Harley, and Andrea Benton Rushing

A sweeping examination of the role and place of women of African descent which clarifies the concept, methodology, and projected guidelines for studies of women throughout the African diaspora. The Washington Post Book World calls it a "pioneering effort."

0-88258-171-6 \$12.95

Russia and the Negro

Blacks in Russian History and Thought

A 1988 winner of the Before Columbus Foundation's American Book Award, this book is a groundbreaking study of the African presence and influence in Imperial and Soviet Russia. William C. Fuller, Jr., of the New York Times Book Review, says it raises "interesting questions about the Russian historical experience."

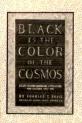
0-88258-175-9 \$12.95

Minority Vote Dilution By Chandler Davidson

An analysis of vote dilution—a subtle form of discrimination against ethnic minority groups. Commissioned by the Joint Center for Political Studies, this book explores the legal and political issues surrounding vote dilution.

0-88258-176-7 \$12.95

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simple French cooking. Now his place has a more American tone, and the food is invariably excellent, the service professional. Expensive, but worth the tariff.

Burhops, 500 N. LaSalle St., 287-4677. For generations, Chicagoans have trusted the Burhop name for retail seafood. Now the family has opened a huge dining room with a vast menu of fish and shellfish. The Midwest may be far from the sea, but the miracle of modern transportation moves seafood into the city in prime condition.

Gene and Georgetti's, 500 N. Franklin St., 527-3718. This old-line steakhouse teems with sports figures, cigar-chomping politicians, and CEOs who haven't heard of the cholesterol crisis. Meat and potatoes star here, decent steaks, liver and onions, and superb pork chops served in appallingly crowded conditions. Service can be maddeningly inefficient, but no one seems to mind in this temple of old-fashioned masculinity.

Honda, 540 N. Wells St., 923-1010. Excellent Japanese food served in a multistoried reproduction of a Kyoto building complete with an indoor waterfall. Besides the expected items, Honda offers the city's only kushiyaki bar, where patrons choose meats, seafoods, and vegetables for grilling or deep frying in Japanese breadcrumbs.

Carson's the Place for Ribs, 612 N. Wells St., 280-9200. A decade ago a local magazine declared these the best ribs in Chicago, and it's been standing room ever since. Rib fans from out of town leap from taxis to

Watch the Stars Come Out—at the Gale ALA-Midwinter Booth!

In honor of National Library Week, Gale's bringing out the stars. Here's a sample of what visitors to the Gale booth (#3100-3102) will find . . .



Shoot for the first stars of a new decade. One lucky librarian at ALA-Midwinter will walk away as the proud owner of an entire collection of Gale's new titles for 1990. Included in the prize are such upcoming releases as the National Directory of Accounting Firms and Hispanic Writers, plus all other new Gale titles published between January and December of 1990. The total collection comprises nearly 30 new books and is worth more than \$2,900!

Wish for the stars—and get them—in this extraordinary shopping spree sweepstakes. If you've ever wished you could order all the exciting titles you see in a Gale catalog, this is your chance to turn fantasy into reality. Think big and let this sweepstakes bring you every Gale title you'd like—for a total collection worth up to \$5,000.

Simply stop by the booth and enter your library in these star-studded sweepstakes.

Even if you don't win the sweepstakes, you're still a winner at the Gale booth!

If you haven't yet checked into the big savings of the Gale Advantage Plan or heard about the all-new Pre-Pub Club, stop by the Gale booth and let a Gale representative give you the details.

Special savings for conference attendees . . .

As an ALA-Midwinter participant, you can take advantage of other book discounts. Take 20% off Gale books you order at the booth, or 50% off the display copies you buy and take home with you from the booth!

The Sky the Lin



It's in the stars—you can't lose. You've "gotta go to Gale" ALA Midwinter Booth #3100-3102.

Gale Research Inc.

Though Burhop's (right) became famous among Chicagoans for its retail seafood shops and for the restaurant's vast seafood menu, including a raw bar—don't ignore the pastries, presented here by the pastry chef.

Hat Dance (below) is currently one of Chicago's hottest restaurants. Like a number of other popular River North spots, including Debevic's, Scoozi!, and The Eccentric, it's a creation of the successful Lettuce Entertain You Corp.

get carryouts on their way to O'Hare. Good barbecue sauce coats perfectly cooked baby back ribs for real chewing pleasure. A Chicago institution.

Ed Debevic's, 640 N. Wells St., 664-1707. Miss the fifties? Reexperience them here in this loud, garish recreation of an American roadside diner. The food runs to burgers, grilled-cheese sandwiches, shakes, malts, and fries, but kids and nostalgia buffs can't get enough of them. No reservations, so be prepared to wait long hours for a table.

The Eccentric, 159 W. Erie St., 787-8390. She owns it, and when she's in town she's frequently here, greeting guests and pushing nightly specials. Oprah Winfrey clearly revels in people, and she loves moving from table to table wowing the masses. Masses of people is what this place seats, but it nevertheless can be nearly impossible to get into, especially on weekends. The food, idiosyncratically American, surprises with its variety and excellence, and the decor brings a smile to the most jaded face. In general, arriving by seven assures a table without too much waiting. Prices are appealingly moderate—except for the wines.

Hat Dance, 325 W. Huron St., 649-0066. This eatery tries to combine contemporary Mexican food with Japanese sensibilities, and by some accounts the marriage succeeds. One of the city's most sought-after venues for dinner, Hat Dance has them pouring out the front door most nights. The stylish crown teems with yuppies, artists, and rock mavens. Since this is currently one of *the* places to see and be seen, reserve well in advance for peak hours.

Scoozi!, 410 W. Huron St., 943-5900. One of River North's first successes, this restaurant pretends it's a simple Roman trattoria, but its barnlike vastness puts it on a decidedly different plane. When the crowd don't overwhelm it, the food can be pleasant enough. Every half hour the kitchen turns out a batch of risotto for those who have reserved a portion in the previous thirty minutes. No reservations.







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record, and the ability to address a variety of other critical issues in library automation. IF YOUR LIBRARY is considering a new or replacement automation system, be sure to find out about standards that apply to library automation, and which vendors support those standards. You can learn more about standards by becoming involved with ALA's LITA committees, or by contacting the National Information Standards Organization (NISO), the American National Standards Institute (ANSI) and the International Standardization Organization (ISO). OR SIMPLY call us. We'll provide you with a list of standards pertaining to library automation, and an explanation of how ATLAS—A Total Library Automation System—is adhering to those standards. That's a commitment that places us way above the pack in library automation.

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ala and you

Nominating Committee report

VOTE FOR PAT! O'Brien and Schuman to run for ALA president-elect

The American Library Association Nominating Committee is pleased to submit a slate of candidates for the 1990 election of officers and Council members in accordance with Bylaws/Article III, Sections 1-5; and Article IV, Section 2(b) and (d); Section 3; Section 5.

It is also appropriate to call attention to Bylaws/Article III, Section 2(b): "At the Midwinter Meeting any member of the Council may present a petition signed by not fewer than 25 councilors proposing additional nominations. Such nominations shall be included on the official ballot."

Bylaws/Article III, Section 3(b) further states, "The ALA Nominating Committee shall also include on the official ballot other nominations filed with the executive director by petition of any 25 members of the association at least four months before the annual conference, provided written consent of these nominees shall have been filed with the executive director of the association."

Nominating committee members: Nancy L. Eaton, Patricia R. Harris, Virginia B. Moore, David P. Snider, and Elizabeth Futas, chair.

Vice-president/president-elect

In accordance with Constitution Article VIII, Section 1, and Bylaw Article III, Section 1(b), two nominations are presented. One will be elected.

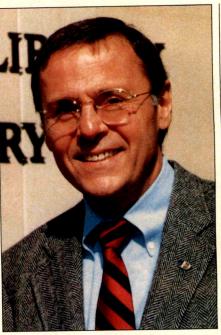
Patrick M. O'Brien, director, Dallas Public Library, Dallas, Texas.

Patricia Glass Schuman, president, Neal-Schuman Publishers, Inc., 23 Leonard Street, New York, N.Y.

Council

In accordance with Bylaw Article III, Section 1(c), 50 nominations are presented, 25 to be elected for the four-year term, 1990–94.

Nominees are: Noreen Alldredge, dean of libraries, Montana State University, Bozeman; Nancy Allen, assistant director for public services, Morgan Library, Colorado State University, Fort Collins; Rosemary Arneson, associate university librarian, Nyselius Library, Fairfield University, Fairfield, Conn.; Barry B. Baker, assistant director for technical services, University of Georgia Libraries, Athens; Karin E. Begg, associate university librarian for systems and technical services, Boston College, Chesnut Hill, Mass.; Betty



Patricia Glass Schuman (left) and Patrick O'Brien will vie for the ALA presidency.

G. Bengtson, associate director of libraries, bibliographic control and access services, Suzzallo Library, University of Washington, Seattle; Joseph A. Boisse, university librarian, University of California at Santa Barbara; Joseph Branin, director, humanities/social sciences libraries, University of Minnesota, Minneapolis; Robert Caban, principal librarian, branch manager, DeKalb County Public Library, Decatur, Ga.; Gayle Cole, library division manager-youth services, Stockton-San Joaquin County Public Library, Stockton, Calif.; Bruce Daniels, director, Rhode Island Department of State Library Services, Providence; Audrey Eaglen, order department manager, Cuyahoga County Public Library, Cleveland, Ohio; Adele Fasick, professor, University of Toronto Faculty of Library and Information Science, Toronto, Ontario; Chris Ferguson, head, undergraduate library, University of California at San Diego, LaJolla; Suzanne Frankie, dean of libraries, Oakland University, Rochester, Mich.; Melvin George, director of libraries, Oregon State University, Corvallis; Irene Glennon, head, science cataloging division, Newman Library, Virginia Polytechnic Institute and State University, Blacksburg; Susan S. Goldberg, consultant, Tucson, Ariz.; Cynthia I. Gozzi, director for technical services, Stanford University Libraries, Stanford, Calif.: Lynn Hattendorf, assistant reference librarian, University Library, University of Illinois at Chicago; N. Jane Humble, coordinator, instructional media, Hillside Community Schools, Hillside, Mich.; Martin Kesselman, coordinator of online and instructional services, Library of Science and Medicine, Rutgers University, Piscataway, N.J.; Margaret Kirkpatrick, elementary school librarian, Wichita Public Schools, Wichita, Kans.; Allan Martin Kleiman, chief, service to the aging, Brooklyn Public Library, Brooklyn, N.Y.; Heike C. Kordish, deputy director, New York Public Library Research Libraries, New York; Michele Leber, assistant coordinator, collection development and management, Fairfax County Public Library, Fairfax, Va.; Donnarae T. MacCann, visiting lecturer, Department of African and Afro-American World Studies, University of Iowa, Iowa City, Ia.; Leslie Manning, library direc-

tor, University of Colorado at Colorado Springs; Constance Miller, head, information and document delivery services, Main Library, Indiana University at Bloomington; Regina Minudri, director of library services, Berkeley Public Library, Berkeley, Calif.; Antoinette Negro, media specialist, Quince Orchard High School, Montgomery County Public Schools, Gaithersburg, Md.; Judy Nelson, children's/young adult librarian, Bellevue Public Library, King County Library System, Bellevue, Wash.; Cerise Oberman, director of libraries, State University of New York at Plattsburgh; Bernard Pasqualini, head, database and newspaper center, Free Library of Philadelphia; Sarah Pritchard, head, microfilm reading room, Library of Congress, Washington, D.C.; William Ptacek, director, King County Library Association, Seattle; Dorothy Puryear, chief, division of special library services, Nassau Library System, Uniondale, N.Y.; Mary Reichel, assistant university librarian, central services, Uni-

Key dates for 1990 election

March 2—Last day nominating petitions may be accepted for Council, Division, or Round Table ballots.

March 5—Last day Division and Round Table ballots accepted for in-house printing.

April 9—Ballot mailing begins.
April 28—Ballot mailing completed.
June 8—Last day ballots accepted for

June 13—Election Committee certifies and distributes results of election.

versity of Arizona Main Library, Tucson; Marion Reid, acting library director, California State University at San Marcos; Donna Roberts, young adult services librarian, East Providence Public Library, East Providence, R.I.; Ralph Russell, university librarian, Pul-

len Library, Georgia State University, Atlanta; Laverna Saunders, head of technical services, Dickinson Library, University of Nevada, Las Vegas; Jordan Scepanski, director, university library and learning resources, California State University, Long Beach; John Tyson, university librarian, Boatwright Memorial Library, University of Richmond, Richmond, Va.; John Webb, deputy state librarian, Oregon State Library, Salem; Sarah Watstein. head, reference department, Hunter College, University of New York, N.Y.; Jim Weigel, library media specialist, Killingly Intermediate School, Danielson, Conn.; Sharon Kay Womack, head, reference department, Ekstrom Library, University of Louisville, Louisville, Ky.; Barbara S. Wurtzel, reference librarian. Library, Springfield Technical Community College, Springfield, Mass.; Jennifer A. Younger, assistant director, central technical services, General Library System, University of Wisconsin at Madison.

Benton Foundation puts \$50 K behind freedom of information

The Benton Foundation has awarded ALA a \$50,000 grant to develop programs and support materials to help librarians promote freedom of information in their communities. The grant is aimed particularly at environmental concerns and such resources as the new Toxic Release Inventory database to be made available to libraries by the Environmental Protection Agency.

Grant money will fund a speakers bureau with librarians trained to speak to citizen groups nationwide on access to government information. Individual grants of up to \$2,500 will be offered to libraries for demonstration projects concerning how librarians can educate the public about environmental issues. Watch for a poster and tip sheet in the March issue of AL.

For more information about the project contact Nancy C. Kranich, project director, at New York University Libraries, 212-887-2447; or Peggy Barber, associate executive director for communications at ALA, 800-545-2433, in Illinois -2444.

Choice adds acid-free info

The editorial board and editors of *Choice*—published by ALA's Association of College and Research Libraries—have decided to add acid-free paper information to the bibliographic entry that accompanies each review in the magazine. *Choice* is complying with a request from the Commission on Preservation and Access in Washington, D.C.

Editor and publisher Patricia E. Sabosik reports that *Choice* will carry an "afp" indicator on approximately 10% of the titles in the January issue, with coverage to increase in the following months. The magazine staff,

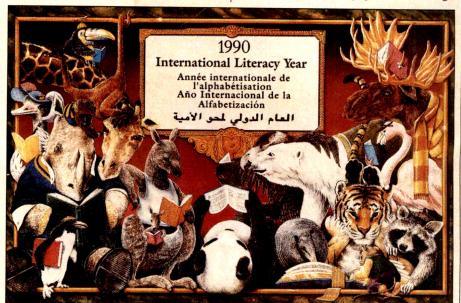
however, will not test the paper for a ph value but will rely on publisher information or LC MARC records.

Celebrities tout favorite books in Campbell's TV vignettes

"My Favorite Book," a series of oneminute vignettes that feature celebrities and their favorite books, premiered in October on CBS television and in sydication. The TV spots are made possible by the Campbell Soup Company, in cooperation with ALA and the International Reading Association. As part of the program, the Campbell company will make donations to both cooperating organizations on behalf of participating celebrities.

Among those offering reading anecdotes and memories are Billy Dee Williams on How Things Work, Marlee Matlin on Are You There, God? It's Me, Margaret, Mariette Hartley on Grimm's Fairy Tales, Pam Dawber on Charlotte's Web, and Ron Perlman on James and the Giant Peach.

The vignettes, which are designed to appeal to students from kindergarten through high school, air on the CBS Television Network in conjunction with the acclaimed "Schoolbreak Specials." Select Media Communication also distributes the minutes to stations around the country for twice-weekly late afternoon or early fringe prime-time airings.



ANIMALS OF THE WORLD GET ALONG BETTER because of their ability to read, in Australian author/illustrator Graeme Base's new poster for ALA. Supporting the UNESCO campaign to eradicate illiteracy by the year 2000, the poster proclaims "1990 International Literacy Year" in four languages. The 34"-by-22" poster is \$6 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611. Orders less than \$20 must be prepaid.

executive board

Librarians, government at loggerheads on key issues

The ALA Executive Board held its annual fall meeting Nov. 1-2 at Headquarters in Chicago. Board members present were: President Patricia Wilson Berger, Vice-president/ President-elect Richard Dougherty, Treasurer Carla Stoffle, Immediate Past President F. William Summers, Executive Director Linda Crismond, J. Dennis Day, Agnes Griffen, Sharon Hogan, Duane Johnson, Judith Sessions, Robert Stueart, Ann Symons, and Lucille Thomas. Also present were assorted committee chairs and ALA staff connected to the agenda, and representatives of the library press (AL, SLJ/LJ, and WLB). The following report comments on activity AL considers to be of interest to the general membership of ALA. Official meeting documentation may be requested from the Executive Office at Headquarters. Document references are indicated by EBD (Executive Board Document) plus a number.

-L.K.

IT WAS LIBRARIANS AT VARIANCE with the federal government on several significant issues brought before the ALA Executive Board at its 1989 fall meeting. Clashes involved the White House Conference on Library and Information Science (WHCLIS), the Paperwork Reduction Act, the FBI Library Awareness Program, Library of Congress MARC licensing, the National Commission on Library and Information Science (NCLIS), and a number of other arenas.

One notable exception was the announcement by President Patricia Berger that Gordon & Breach Science Publishers (EBD#18, #18.1, #18.2) have filed suit in Europe against Henry Barschall over his *Physics Today* article on journal prices (*AL* Sept., p. 717). ALA's new legal counsel, Geraldine Alexis, told the board American laws make it more difficult to prove trade libel than do European laws.

President Berger said Barschall is looking for librarians in Europe to testify as expert witnesses. "The situation is extremely delicate," she said, warning that ALA must proceed cautiously in considering a resolution concerning the case. Nevertheless, Karen Muller, executive director of ALA's Association for Library Collections and Technical Services, was instructed to begin framing one.

FBI was enlisting librarians

Judith Krug, director of ALA's Office for Intellectual Freedom, told the board about "a major FBI development." Based on 900 pages of FBI documents received Oct. 30 by the National Security Archives it is apparent, she said, that the real mission of the FBI Library Awareness program has been to utilize librarians to secure information inappropriately.

The newly released documentation includes a nine-page signed statement that emanated from FBI sessions on how to deal with

librarians. Krug said portions of accompanying "asset sheets" that name names are blacked out, but it is clear that FBI "assets" here refers to specific people in libraries. (See News Fronts, this issue.)

Krug also commented on the Freedom to Read Foundation's report to the Board (EBD#28) on Concerned Women of America v. Lafayette County and Oxford Public Library in Mississippi.

"Permit religious groups to meet in your meeting rooms," is Krug's advice to librarians. The case, which came to the Foundation's attention too late for FRF involvement, was decided in the U.S. Court of Appeals for the Fifth Circuit, which affirmed the decision of a Mississippi District Court where the Oxford library system was instructed to allow Concerned Women of America to hold a prayer meeting in the library. The library had created a "public forum" with its meeting room, said the court. A similar suit was filed by CWA against a library in Tampa, but the library settled by allowing the meeting and changing its meeting room policy.

Operating Agreement agreeing

In his report to the board (EBD#45), Committee on Program Evaluation and Support (COPES) Chair Ernest DiMattia said implementation of the new Operating Agreement between ALA and its divisions (AL, July-Aug., p. 642) "is progressing nicely." DiMattia remarked that it was gratifying to see the agreement working, after the enormous effort that went into hammering it out.

Among the actions taken by the Board during the COPES report were the addition of a permanent, full-time executive secretary, grade 13, to ALA's authorized table of positions and acceptance of ALA management's recommendation that a new TIAA/CREF plan (AL, Nov., p. 1014) be funded within the 1990 budget.

The board also approved COPES' recommended FY 1990 budget ceilings: \$16,172,018 for the general fund with a \$245,407 fund balance transfer to the plant fund; \$7,082,132 for the divisions with the addition of two and a half permanent employees to the authorized table of positions; \$300,854 for round tables; \$445,773 for the plant fund with sufficient funds transferred from the general fund net income to offset the projected plant fund loss of \$45,055 and transfer of \$200,352 to reduce the historical plant fund deficit; \$1,617,288 for the restricted fund; \$97,107 for the endowment fund; along with a capital budget of \$655,266; for a total ALA budgetary ceiling of \$25,715,174.

Once again the issue of a membership dues increase came before the Board, as DiMattia pointed out that FY 1989 general fund membership dues were short \$208,000 of the budgeted \$3,052,000. He said COPES rec-

ommends a five-dollar-per-year increase over five years. Last November, the Board said no to a 1990 dues increase. This year, they sent the COPES recommendation to the Membership Committee for review. Treasurer Carla Stoffle commented, "Rethinking the basis of dues is a step in the right direction... Members have greater control if they see a direct link between their dollars and individual services."

F. William Summers also emphasized the "opposite way of looking at dues": The reason we sell exhibit space at conferences, sell publications, etc., is to keep dues low. Duane Johnson warned against installing an automatic increase factor related to ALA costs, which would make it too easy to say "we didn't do it; the index did it."

During the COPES report, Carla Stoffle also announced that the ALA endowment trustees will meet in the spring to examine ALA investment philosophy. In her finance and audit report (EBD#46) Stoffle pointed to the "great news" that income tax savings from the initial FY 1990 budget will approximate \$150,000. She credited "extensive work on ALA's unrelated business income tax returns."

MARC licensing delayed

"The delay goal has been accomplished," Sharon Hogan said during a discussion of the Library of Congress MARC records licensing agreement. In an Oct. 11 letter to Librarian of Congress James Billington, Linda Crismond had urged deferment of LC's Jan. 1 licensing implementation date (EBD#23.1). Simultaneously, LC had decided to delay (EBD#23.3). (See News Fronts, this issue.) Crismond presented the board with a draft statement of ALA's opposition to "inappropriate restrictions on the use of government information produced at taxpayer expense," inviting LC to work with ALA on an alternative.

Carla Stoffle pointed out that Medline is among the databases whose restrictions "deny access because they are in electronic format." The board was united in its opposition to licensing. F. William Summers said, "It's government information, the same as any other."

Karen Muller told the board that LC, the National Library of Medicine, and the National Agricultural Library are scheduled to report on their licensing practices during a Midwinter Meeting session in January.

Our peripatetic director

Introduced by President Berger as "our peripatetic executive director," Linda Crismond presented her management report (EBD#25, #25.1) to an appreciative board. Holding up a large paper bag full of documents the board had *not* been given, Crismond was applauded for a paperwork reduction act of her own; her new streamlined forms should help board members avoid an attack of the EBD-bies.

With a number of swift actions already underway—installation of a new Headquarters phone system the most popular among them—Crismond said she plans to stick close to Chicago for six months before she begins accepting some of the numerous speaking engagements she has been offered.

Crismond outlined some of her goals for ALA as its chief financial officer (AL, Nov., p. 1008, 1014). They include: financial stability, growth, responsiveness, flexibility, and cost stabilization. Crismond said she also wants to ensure that staff salaries remain competitive and to address the pent-up need for additional staff at Headquarters.

Get ALA to WHCLIS on time

Noting the late entry of ALA into an active role in the 1979 White House Conference on Library and Information Science, F. William Summers led off a discussion of ALA's role in the second WHCLIS in 1991 (AL, Oct., p. 845). "ALA should serve notice to NCLIS that if they wish this logistical help, they must give us notice," he said. President Berger urged that library associations across the country "should present a united agenda."

Headquarters Librarian Charles Harmon is heading an internal WHCLIS committee, and strategies to "avoid a last-minute crunch" will be examined at Midwinter.

Cooke's stickiest issue

"It's the stickiest issue I've ever dealt with," said Eileen Cooke, 25-year ALA veteran and director of the Washington Office. She was referring to what she calls the "Phantom Centipede Bill," better known as the Paperwork Reduction Act (AL, Sept., p. 718; Nov., p. 946). Just as you think the last foot is down, she said, along comes another one, referring to the numerous drafts the bill has undergone. Cooke said getting grassroots support for library concerns about reauthorization is difficult because the act is so complicated yet so dull to the world at large.

In October, President Berger and Legislation Committee Chair Patricia Schuman had expressed ALA's dissatisfaction with the wording of the act to Rep. John Conyers (D-Mich.) and Rep. Robert E. Wise (D-W.V.) (EBD#21.1).

Among the other announcements in Cooke's report was the news that Richard Dougherty was to testify for an extension of the Higher Education Act Nov. 20 at a U.S. Department of Education hearing—which she believed was the first of its kind. She also applauded Rep. Major Owens (D-N.Y.) for his role in getting the Library Card Sign-up Challenge Bill passed (AL, Sept. p. 718).

In her legislative recap, Cooke announced that the Computer Rental Software Bill, in mark-up at the time of the board meeting, will enable libraries to lend and rent software without fear of legal ramifications—if it passes. She discussed LSCA funding reauthorization, which has now passed in both the House and the Senate (AL, Oct.,

p. 843; Nov. p. 946) She also said the Appropriations Bill—in which libraries do "relatively well"—has been vetoed by President Bush.

Actions in brief

Major items of business handled by the Executive Board during its fall meeting are summarized below. (For affiliations of individuals, see the *ALA Handbook of Organization and Membership Directory*.) The board:

- Authorized \$17,500 for secretarial support for President-elect Richard Dougherty, following a discussion of how support demands dissuade many potential candidates from running for ALA president (EBD#20), and earmarked an additional \$20,000 from the executive director's contingency fund for use by ALA President Berger for secretarial support if necessary.
- Recommended to Council that the question of an ALA representative to the Federal Library and Information Center Committee be referred to the Committee on Organization for consideration and for recommendations on appropriate action (EBD#29, #29.1).

Scholarship endowment challenge

ALA treasurer Carla Stoffle has challenged other members of the Executive Board to match the \$500 on-the-spot contribution she made to the ALA scholar-ship campaign during the fall meeting. The challenge followed Associate Executive Director of Communications Services Peggy Barber's announcement that a \$25,000 initial contribution had been made toward endowing the fund.

Stoffle and President Patricia Berger suggested a number of ways board members and others might contribute and get their institutions to contribute to the \$1 million goal, including turning over speaking honoraria.

The endowment will support seven scholarships for students in library and information science. Contributions to the ALA scholarship fund should be made payable to American Library Association/ Scholarships. Mail to 50 E. Huron St., Chicago, IL 60611-2795. (See p. 1131, this issue.)

- Heard Ann Weeks, American Association of School Librarians executive director, comment on the Whittle Channel One plan for television with advertising in classrooms and asked AASL and the Intellectual Freedom Committee to discuss the issue at ALA's Midwinter Meeting and bring opposition recommendations and strategies to the board. President Berger commented, "It's the sense of the board that there is an intellectual freedom issue here."
- Defeated a proposal to require committee chairs or a substitute committee member to present reports to the board in person.
 - Decided that ALA's monthly calendar of

scheduled meetings be made available on request to members and that *American Libraries* carry a notice twice annually that the calendar is available (EBD#51).

• Set tentative dates of Sept. 21-22 for the 1990 fall board retreat and division leadership meeting. Linda Crismond noted wryly that the Embassy Suites in Schaumburg declared bankruptcy immediately following the last retreat: "We got out just in time!"

• Approved a one-time \$4,000 expenditure from the Carnegie Fund to publicize the Whitney-Carnegie Award, with up to 5% of the annual interest earned from the fund for continuing publicity (EBD#53).

• Approved the awarding of \$4,925 to Cheryl Knott Malone for the project entitled "The Australian-American Connection: A Bibliography of Sources for Comparative Studies," and \$2,184 to Paul Hernadi for "An International Bibliography of Works by and About Nelson Goodman" (EBD#53).

• Approved schedules for ALA Midwinter Meeting, Jan. 12–17, 1991, in Chicago, and Annual Conference, June 29–July 4, 1991, in Atlanta (EBD#16, #17).

More actions

- · Approved the following grant submissions: The Public Library Association's "Increasing the Impact and Effectiveness of Education Information Centers" proposal to the W.K. Kellogg Foundation with a \$96,274 budget (EBD#49); Video & Special Projects/ Communications' proposal to extend the successful "Voices & Visions: Reading and Discussion Programs in America's Libraries" to the tune of \$390,372 (EBD#37); a Communication Services request to the National Endowment for the Humanities (NEH) for "Seeds of Change: A Traveling Exhibit" with a project budget of \$626,814 (EBD#36); the Association of College and Research Libraries' joint NEH proposal with PLA called "Reaching Out with the Humanities: Teaching Librarians How to Plan and Present High Quality Humanities Programs for the Public," budgeted at \$375,395 (EBD#35); a request for \$200,000 from the U.S. Information Agency to place five additional Library/ Book Fellows in Eastern European countries (EBD#32) and a \$306,086 budget request to continue the present program (EBD#31).
- Engaged the law firm of Jenner & Block as ALA legal counsel and instructed Linda Crismond to interview and select a lead partner from the Chicago office.
- Endorsed an ALA statement on the Library of Congress licensing agreement and instructed staff to disseminate it.
- Asked the Intellectual Freedom Committee to review the National Library of Medicine's license requirements for the leasing of the Medline database for conflict with ALA principles involving access to government information.
- Concluded that Midwinter meetings as currently conducted are in keeping with the working purpose of Midwinter.

—Leonard Kniffel



THE NEW ALA GRAPHICS CATALOG FEA-

TURES promotional material for 1990's focus on library professionals: "Reach for a star. Ask a librarian." A publicity book, T-shirt, pencil toppers, notepads, buttons, and bookmarks all bearing the colorful "Star" theme are available.

Among the other new items in the catalog are a scarf and tie whose design incorporates the ALA logo. Introduced at the ALA Executive

Board's fall meeting and presented to President Patricia Wilson Berger and Immediate Past President F. William Summers, the fashion statements are 100% silk.

The full-color 1989–90 fall catalog gives ordering information for numerous other promotional items. For your copy, contact ALA Graphics, 50 E. Huron St., Chicago, IL 60611; 800-545-2433, in Illinois -2444, in Canada -2455.

Books for Young People to hold first U.S. congress

"Literacy through Literature: Children's Books Make a Difference" will be the theme for the first congress of the International Board on Books for Young People (IBBY) ever to be held in North America. The U.S Board will host the 22nd congress in Williamsburg, Va., Sept. 2–7, 1990, with the sponsorship of the National Council of Teachers of English, the International Reading Association, the Children's Book Council, and ALA.

First Lady of Egypt Suzan Mubarak will be one of the principal speakers, along with Pulitzer-prize-winning child psychiatrist Robert Coles and Elaine Moss, one of England's foremost authorities on children's books. Discussion sessions will include: "Literacy Enhancement Programs," "Creating Access to Books," "Literature in Translation," "International Publishing," and "Illustrators, Literature, and Literacy." Another highlight of the IBBY congress will be the presentation of the Hans Christian Andersen Awards. Americans Tomie de Paola (illustrator) and Katherine Paterson (author) are among the nominees.

Because registration will be limited to 500 and only 250 slots are available for U.S. delegates, interested librarians are encouraged to inquire now.

Registration materials are available from Alida Cutts, USBBY secretariat, POB 8139, Newark, DE 19714-8139.

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Last year over 600 librarians and trustees came to Chicago for the Public Library Association's first "How to Get the Very Best" workshops. Plan now to attend one of these *Very Best Workshops II:*Literacy Programs, Automation Upgrades, Supervision of Long-Term Personnel,
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All workshops will be held at the Chicago Hilton. Mark your calendar! Dates: March 21-23, 1990. Call 1-800-545-2433 in the U.S., 1-800-545-2444 in Illinois, and 1-800-545-2455 in Canada.

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Details and registration forms are available now. Call or write the PLA office and we'll send them to you!

New Video! A Lifelong Lesson in Library Use How to Use the Library:

An Introduction

Videocassette 20 minutes 1989 ISBN 0-8242-0786-6 Color/VHS/Hi-Fi, with Viewer's Guide \$49 U.S. and Canada, \$59 other countries.



Introduce Students to the Media Center—in Only 20 Minutes!

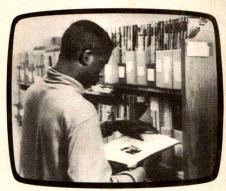
Now, a video that teaches an entire class effective and efficient use of the library. Add up all of the hours you've spent showing students how to begin their research using media center sources, and you'll quickly see what a tremendous help this video will be.

In this lively video presentation, a librarian assists four students each with a project requiring a different avenue of research. The librarian works with each student to find the right information guiding them step by step through the media center's reference sources.

Students Need the Library, But Lack the Skills to Use It— HOW TO USE THE LIBRARY Teaches these Skills.

Students who view this video will learn how to approach their research projects with little additional help; and to ask the right questions when they do need assistance.

A dynamic teaching aid, the *How to Use the Library* video will save you many hours of repetitive explanation with a format so clear that students will have few questions when it's over. Most importantly, they will recognize their library as the valuable repository of information that it really is. *How to Use the Library* is also the perfect review for those already familiar with basic library skills and sources.



Using the Library—A Step-by-Step Demonstration.

Ideal for both individual and group instruction, the *How to Use the Library* video is a crystal-clear initiation into all of your library's resources:



Card and Computerized Catalogs—how and when to use the card catalog; understanding call numbers, subject headings, cross references; and how to find books on the shelves.

Periodical Indexes—how and when to use periodical indexes. **Reference Sources**—when to consult dictionaries, atlases, encyclopedias, and almanacs; how to make the best use of each.

Vertical or Information File—what unexpected treasures can be found and how to find them.

Library Staff—when to ask for help; why it's important for students to ask specific questions.

And, Finally—putting it all together; using all the pertinent resources in the library. The *Viewer's Guide* includes a Library Resources Quiz

as well as Idea Starters and Suggested Exercises to familiarize students with the media center.



ALA and you

Newsletter on serials pricing debuts on ALANET

With its September issue, the *Newsletter on Serials Pricing Issues* became available as part of ALANET's electronic publications menu, the first newsletter from an ALA division to be included in ALA's electronic information service.

Edited by Marcia Tuttle, chair of the Subcommittee on Serials Pricing Issues of the Association for Library Collections and Technical Services (ALCTS), the newsletter features summaries of research studies, reports of meetings, and other news related to serials pricing. "This is a hot topic," said Rob Carlson, ALANET system manager, making the announcement. "And we expect many of our subscribers will be glad to learn of the newsletter's availability on our system." Already available on ALANET are publications from ALA's Washington Office, Publishing Services, Office for Intellectual Freedom, and American Libraries and Booklist.

For more information about the newsletter, contact Marcia Tuttle on ALANET—
"ALCTS.Tuttle," on BITNET—"Tuttle@
UNC.BITNET," on Faxon's Courier—
"Tuttle," or by paper mail—Serials Department, University of North Carolina/Chapel
Hill, C.B. #3938 Davis Library, Chapel Hill,
NC 27599-3938. For information about

ALANET, contact Rob Carlson at 800-545-2433, in Illinois -2444, in Canada -2455.

PBS/library tie-ins succeed nationwide

Across the country and overseas, libraries of every size are plugging in to Public Broadcasting Service series with in-house displays and programs. Some PBS-related library programs have become fixtures in their branches or library systems over the past few years. So said some 430 respondents to a recent survey conducted by ALA's Public Information Office (PIO).

Every kind of library

Here's a sampling of library events featuring some of the more popular PBS series:

- St. Lucie County (Fla.) Library sponsors 12 month-long programs annually and aggressively involves outside groups and agencies. In conjunction with televised broadcast of "The Mind," the library invited the local Department of Mental Health to exhibit materials and provide patrons with information about its public service programs.
- Stow (Ohio) Public Library created a window display connected with the issues raised in the two PBS series "War and Peace in the Nuclear Age" and "Ethics in America." The display was so popular that its stock of circulating books required frequent replenishing.
- Another circulation-boosting idea came from the Veteran's Memorial Library in Mt. Pleasant, Mich. Veterans Memorial generated interest in its comprehensive collection of PBS videotapes by waiving its customary videocassette home-viewing fee on PBS tapes for six weeks beginning during National Library Week. The library also drew patrons' attention to its PBS collection and lecture/viewing series through public service announcements on area radio stations, the cable channel, and in the library's weekly local newspaper column.
- Toledo-Lucas County (Ohio) Public Library sponsored a 16-part telecast of the PBS children's series "Long Ago and Far Away," along with library tie-in activities, using \$1,200 from its general operating funds. The library teamed up with the local PBS station to underwrite the airing of the series and provide each branch with program booklets and posters. The project (the library's third PBS tie-in) was part of a wide-ranging library awareness campaign to boost the library's image and attract nonusers. The library has also expanded the PBS concept by encouraging parent-child involvement through home reading and other interactive activities.
- Mt. Carmel (Ill.) Public Library has been promoting its programs and services on its radio show and in a weekly column in the local newspaper, which it has run for the last 30 years. In addition, the library has a TV show on the local cable channel, public ser-



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7-9	Straight At Ya	\$27			
7-9	Lookin' Good	\$27			
10-12	Hard Facts	\$30			
10-12	Private Victories	\$45			
7-12	Downfall: Sports and Drugs	\$25			

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When: Saturday, January 6, 8–10 PM
Where: Chicago Hilton and Towers

What: A cocktail party (cash bar) with music and more!

Tickets

a minimum contribution of \$10 (\$15 on-site). We hope you'll donate more! To purchase tickets in advance, send check payable to ALA no later than December 20 to:

ALA Scholarship Fundraiser American Library Association 50 E. Huron Street Chicago, IL 60611

Your tickets will be mailed to you. You may purchase tickets on-site at Midwinter registration at the Chicago Hyatt or at the door.

Your hosts

the ALA Endowment Campaign Committee

Kathleen Heim

Beverly Lynch

Eric Moon

Frederick G. Ruffner, Jr.

Carla Stoffle

Pat Woodrum

Patricia Glass Schuman, Chair

Help launch the best and brightest—Invest in the ALA Scholarship Fund!

vice spots on a second radio program, and runs numerous discussion groups and film programs. Mt. Carmel also used displays, bookmarks, and other print items to promote the PBS programs "The Mind" and "The American Experience." Much of this library's success is owed to its active Friends group.

- Dixie Regional Library System, headquartered in Pontotoc, Miss., took another innovative approach by combining the presentation style used in the PBS series "Voices and Visions" with ALA's "Let's Talk About It" book discussion format.
- St Louis (Mo.) Community College—through glass-case displays, bulletin boards, college catalogs, the college newsletter, and local news listings—successfully marketed PBS programs such as "Ethics in America" and "War and Peace in the Nuclear Age" as telecourses, enrolling some 1,000 students in the first half of 1989 alone.
- The Plainview-Old Bethpage (N.Y.) High School Library posed an ethical dilemma to students and faculty in conjunction with "Ethics in America," and later reported on the anonymous responses it received in a box set up near a display table of books on the topic.
- The Ambrose Keeley Library, a high school library in Fall River, Mass., used the "Ethics in America" poster in coordination with a school fundraiser for the homeless.
- Columbia State Community College Learning Resource Center in Columbia, Tenn., began running a closed-circuit television announcemet about PBS series for its students on the campus system, which operates for 12 hours every school day.
- Grand Rapids (Minn.) Public Library tied "War and Peace in the Nuclear Age" in with a glass-case display featuring a wide selection of graphic books and other colorful materials aimed at middle-elementary-aged children. Included were items from the 1985 bibliography of peace materials for children compiled by ALA's Social Responsibilities Round Table.
- And even as far away as the Soviet Union, ethical and nuclear issues stemming from the PBS series found a forum in classrooms and in special assemblies and discussion sessions featuring outside speakers at the Anglo-American School of Moscow. Teachers and librarians at this international school, which is sponsored by the U.S., British, and Canadian embassies, found the PBS program packet and videotapes instrumental in bringing these important issues to life—appropriately within a multi-cultural context.

Guides and giveaways

Almost every library that responded to the PIO survey displayed the PBS posters and made program information available. Among the most-used displays were the tried-and-true book/poster/viewers' guide setups in assorted formats—especially favored by small, time-pressed and financially strapped libraries.

Survey results also revealed that the PBS

viewing/study guides were the most helpful materials and were eagerly "snatched up by patrons." Posters and bookmarks came in second on the popularity scale of PBS-related items. Third were the library display/programming guides, whose time lines and ideas gave librarians a chance to plan ahead. Tying for third most-favored item were the bibliographies developed for individual series, which many libraries used for collection development.

PIO reports: "PBS/library tie-ins allow libraries of any size to develop programs and

promotions that rival those produced by some of the nation's top cultural centers and related institutions. The diversity, excellence, and popularity of many library programs and events have even placed none too few libraries at the forefront of their communities. PBS program packages...have met with great success in just a very short time."

For more information about ongoing tieins and about *PBS/Library Pipeline*, a newsletter produced by ALA's Public Information Office with PBS assistance, contact PIO at 50 E. Huron St., Chicago, IL 60611.

Library/Book Fellows '89-'90 to work in eight countries



Library/Book fellows and company. Seated, from left: Karen J. Starr, Dorothy C. Woodson, Linda Eileen Williamson, Barbara G. Kile, Janet M. Gilligan of the U.S. Information Agency. Standing, from left: Robert P. Doyle, director of the program; Thomas J. Galvin, former ALA executive director; Henry F. Raine; Katherine Van de Vate; Faye Powell; Alicia Sabatine; and Helen Amabile and Donald Hausrath of USIA.

Eight "Library/Book Fellows," sponsored by ALA and the U.S. Information Agency, will live and work in countries on five continents in 1989–90. They are the latest participants in the three-year-old program, which places U.S. library and publishing professionals in institutions overseas for up to one year. The fellows and their projects:

 Karen J. Starr, assistant professor at Oregon State University, will train librarians in Norway in online searching and will lecture on U.S. databases at the Norwegian SLIS in Oslo.

Alicia Sabatine, library information specialist for Jefferson County (Colo.) Public School, will teach online searching to students from 16 English-speaking Caribbean countries at the University of the West Indies in Kingston, Jamaica.

- Barbara G. Kile, government publications and special resources director at Rice University in Houston, will assist in the organization and dissemination of U.S. government publications at the National Central Library, Taipei, Taiwan.
- Linda Eileen Williamson, documents librarian and associate professor at the University of Illinois/Chicago, will help organize and promote the use of U.S. government doc-

uments at the University College Dublin in Ireland.

- Henry F. Raine, senior cataloger at the Folger Shakespeare Library in Washington, D.C., will plan and begin a retrospective conversion of the Alexander Turnbull Collection of pre-1801 imprints at the National Library of New Zealand.
- Dorothy C. Woodson, social sciences subject specialist at the State University of New York/Buffalo, will work on the Swaziana collection with the library special collections department at the University of Swaziland.
- Faye Powell, social sciences librarian at Portland (Oreg.) State University Library, will assist in the development of the social sciences collection at the American Studies Research Center in Hyderabad, India.
- Katherine Van de Vate, Arabic cataloger at Princeton University Library, will train library employees in cataloging at the Asad National Library in Damascus, Syria.

For information about "Library/Book" fellowships, contact Robert P. Doyle, director of the program, at ALA Headquarters, 50 E. Huron St., Chicago, IL 60611; 800-545-2433, in Illinois -2444, in Canada -2455. April 15 is the 1990-91 application deadline.

ALA Mid-Winter: Booth #520-527 is Bowker City!

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Donald Adcock named to AASL program support post

Donald Adcock, former director of library services for Glen Ellyn (Ill.) Public Schools, recently became the coordinator for program support for ALA's American Association of School Librarians (AASL). In his new post, Adcock provides staff support for AASL committees and sections and provides advisory services to AASL members and the profession.

Adcock established and developed the school library media program in Glen Ellyn, where he served as director of library services for 26 years. He has also been a reference librarian at the College of Du-Page and an adjunct professor at the Na-



Donald Adcock

tional College of Education.

Twice elected president of the Illinois Association of School Librarians, Adcock received that association's Honor Award in recognition of his contribution to the development of school libraries in Illinois. His bachelor's degree in English and his master's in education are from Southern Illinois University, and he did postgraduate work at Northern Illinois University.

Margaret Monsour to head literacy project

Margaret Monsour, program officer for ALA's Reference and Adult Services Division and Association of Specialized and Cooperatives Libraries, has been appointed project director for the Bell Atlantic/ALA Family Literacy Project (AL, July-Aug., p. 707).

Monsour will be responsible for implementing the project which will provide: \$5,000 grants to 20–25 public libraries in New Jersey, Pennsylvania, Delaware, Virginia, Maryland, and the District of Columbia, training for a team of librarians who serve low-literate parents and their children, and resource service to support family literacy programs in public libraries.

Bookdist editor wins Children's Reading award

Hazel Rochman, assistant editor in the Books for Young Adults section of ALA's Booklist, received the Children's Reading Round Table of Chicago (CRRT) Award Oct. 12. The award "honors a man or woman... who has made an outstanding and long term contribution in terms of quality and achievement in the field of children's books."

Rochman, former young adult librarian at

the University of Chicago Laboratory School, has been with *Booklist* since 1984. She is the author of *Tales of Love and Terror*, a book—and accompanying video—on the joys of book talking, and she edited the recent *Somehow Tenderness Survives*, stories about South Africa, from Harper & Row.

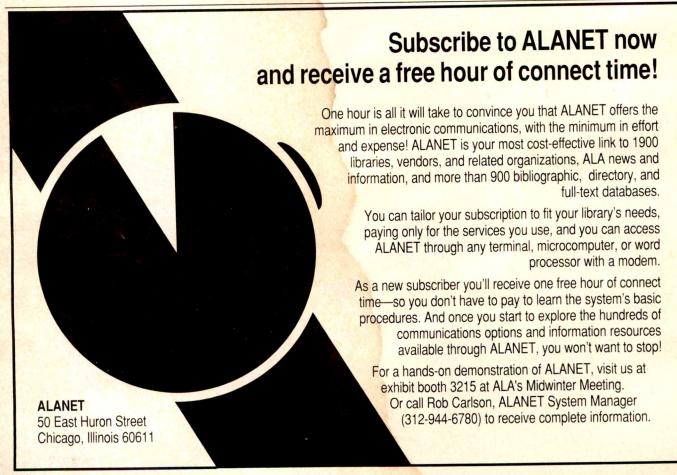
CRRT, an organization of writers, librarians, critics, teachers, and others concerned with children's books, is one of the oldest organizations of its kinds in the country.

Student demographics survey published to aid recruitment

A survey of library school student demographics and aspirations has been published by ALA's Office for Library Personnel Resources to aid recruitment efforts.

Occupational Entry: Library and Information Science Students' Attitudes, Demographics and Aspirations Survey describes results of a 1988 survey of 3,484 master's students enrolled at U.S. ALA-accredited programs of library and information science. Considered are gender and ethnicity factors, as well as enrollment status and type of position desired.

Survey authors are Kathleen M. Heim and William E. Moen, Louisiana State University, School of Library and Information Science, Research Center Annex Consulting Group. *Occupational Entry* (ISBN 0-8389-7335-3, 237 p.) is \$14 from ALA/OLPR, 50 E. Huron St., Chicago, IL 60611.



Cambridge University Press

The National Portrait **Gallery Collection**

Susan Foister, Editor

The National Portrait Gallery in London is one of the world's most popular museums. Its collection of portraits of important British men and women constitutes an extraordinary survey of historical and contemporary personalities. This book features a wide selection of the finest portraits, ranging from the Middle Ages to the present day. The 250 portraits in the volume represent a variety of media—painting, drawing, photography, sculpture—and include some of the greatest historical treasures as well as masterpieces of British art. 0-521-37392-1 \$55.00 Hardcover

The Collections of the **British Museum** Sir David Wilson, Editor

This colorful and lavishly illustrated book surveys the collections of each of the Museum's departments, describing the most famous pieces as well as some of the less well-known treasures: from ancient Egypt mummies, to masterpieces of Greek and Roman art, from Celtic gold to Japanese paintings and traditional costumes from Palestine.

0-521-37539-8 \$45.00 Hardcover

The Rise and Fall of Anne Boleyn Retha M. Warnicke

This fascinating, original study of Anne Boleyn, Henry VIII's second queen, tackles a series of longstanding and fundamental convictions about her personality and her fate. It presents a portrait of Henry VIII's court as it revolved around the Boleyn families. 0-521-37000-0 \$29.95 Hardcover

Technology and the Pursuit of Economic Growth David Mowery and Nathan Rosenberg

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The Roots of Evil

The Origins of Genocide and Other Forms of Group Violence

Ervin Staub

How can human beings kill or brutalize multitudes of other human beings? Focusing particularly on genocide, Staub explores the psychology of group aggression. He sketches a conceptual framework for the many influences on one group's desire to harm another: cultural and social patterns predisposing to violence, historical circumstances resulting in persistent life problems, and needs and modes of adaptation arising from the interaction of these influences.

0-521-35407-2 about \$29.95 Hardcover

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A Critical Study of the writings of George Orwell

Alik Rai

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The Space Telescope

A Study of NASA, Science, Technology, and Politics

Robert W. Smith

Paul A. Hanle, Robert H. Kargon, and Joseph N. Tatarewicz, Contributors

Describes the history of the planning, building, and funding of the Space Telescope, which has been, to date, the most expensive scientific facility ever constructed. 0-521-26634-3 about \$39.50 Hardcover

The New Solar System: **Third Edition** J. Kelly Beatty and Andrew Chaikin,

Editors This edition contains three new chapter topics: the outer planet interiors, the icy worlds of the outer solar system, and the Halley Comet flybys, as well as many new photographs. Copublished with Sky Publishing

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about \$34.50 Hardcover 0-521-36162-1 about \$19.95 Paper 0-521-36965-7

For further information, please call Joan Schwartz at 1-800-221-4512.

Cambridge University Press

40 West 20th Street, NY, NY 10011



RAISIN' SPIRITS. The wrinkled readers from California danced into ALA Headquarters recently on their 10-city national "BOOKS. CHECK 'EM OUT" tour. Sally Mason (above), director of Video and Special Projects, even got to boogie with one of the cool dudes! The Raisin Reading Club campaign was launched at New York Public Library in October (AL, Oct., p. 931), sponsored by the California Raisin Advisory Board in cooperation with ALA.



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new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 East Huron Street, Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Manager.

Collection Management: Background and Principles by William A. Wortman 256p. \$25 pbk. ISBN 0-8389-0515-3.

The Concise AACR2, 1988 Revision by Michael Gorman. Approx. 176p. \$15 pbk. ISBN 0-8389-3362-9.

First Steps to Literacy: Library Programs for Parents, Teachers and Caregivers edited by Nell Colburn and Maralita Freeny. 176p. \$19.95 pbk. ISBN 0-8389-0521-8.

Guide for Written Collection Policy Statements, ALCTS Collection Management & Development Guides #3. 32p. \$5 pbk. ISBN 0-8389-3371-8.

The Instructional Consultant Role of the School Library Media Specialist by Betty P. Cleaver and William D. Taylor. 88p. \$8.95 pbk. ISBN 0-8389-3377-7.

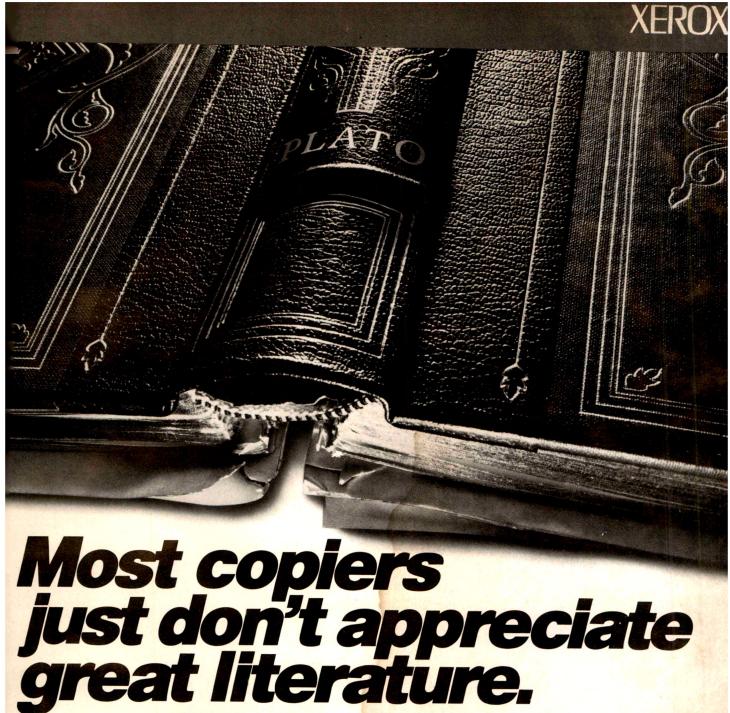
Online Information Services for Secondary School Students, second edition, by Elizabeth Smith Aversa, Jacqueline Mancall, & Diane Oesau. 84p. \$9.95 pbk. ISBN 0-8389-0524-2.

Principles and Applications of Information Science for Library Professionals edited by John N. Olsgaard. 151p. \$30 pbk. ISBN 0-8389-0507-2.

Statistics for Managing Library Acquisitions Acquisitions Guidelines #6 by Eileen D. Hardy, ALCTS. 14p. \$5 pbk. ISBN 0-8389-3374-2.

ala help exchange

- The current drug crisis and its impact on American public libraries is the subject of a forthcoming feature in *Public Libraries* magazine. The feature will focus on steps libraries are taking—such as programming and bibliographies—and on the direct impact on libraries, such as redirection of funds to public safety units, drug transactions in and around libraries, and suspected staff involvement in drug use or trafficking. Anonymity of reporting libraries is assured, if desired. Send information to ALA's Public Library Association Vice-President/President-Elect Charles Brown, #1 Courthouse Plaza, 2100 Clarendon Blvd., Suite 402, Arlington, VA 22201.
- Editor needed for RQ: ALA's Reference and Adult Services Division seeks a new editor for its official quarterly journal. Application deadline is May 1, and candidates will be interviewed at ALA's Annual Conference in Chicago, June 23-28. Questions about the editorship may be directed to the current editor: Elizabeth Futas, Dean, GSLIS, Rodman Hall, University of Rhode Island, Kingston, RI 02881. Send applications to: Chris Ferguson, Reference and Research Services Dept., C-075-R, University of California/San Diego, La Jolla, CA 92093.



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• Editor needed for Library Resources and Technical Services. ALA's Association for Library Collections and Technical Services seeks a new editor for its quarterly journal. The new editor will serve as editor-designate for five months, then serve a three-year term beginning in July. Applications should include a resume and cover letter, three references, and recent writing samples. Send nominations and applications to Sara Heitshu, University of Arizona Library, Tucson, AZ 85721. Candidates will be interviewed during ALA Midwinter Meeting.

• Program proposals are welcome for the 1991 meeting in San Diego, Calif., of ALA's Public Library Association. Request a program proposal packet from the PLA office, 50 E. Huron St., Chicago, IL 60611; 800-545-2433, in Illinois -2444, in Canada -2455. Suggestions for speakers or programs are also welcome. Contact Kathleen Balcom, PLA National Conference Program Committee chair, Arlington Heights Memorial Library, 500 N. Dunton, Arlington Heights, IL 60004; 708-392-0100. Deadline is Dec. 15.

• Disaster plans and disaster preparedness information is sought by the American Architectural Foundation's Octagon Museum and Prints and Drawings Collection and by the American Institute of Architects Library and Archives. Museums, archives, libraries, and historic houses with such information to share are urged to contact Nancy Davis, 1799 New York Ave. N.W., Washington, DC 20001; 202-638-3221; by Jan. 31.

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